

POPULATION LABOUR FORCE AND EMPLOYMENT

Introduction

At the time of independence in 1947, 32.5 million people lived in Pakistan. By 2006-07, the population is estimated to have reached 156.77 million. Thus in roughly three generations, Pakistan's population has increased by 124.27 million or has grown at an average rate of 2.6 percent per annum. While Pakistan has more mouths to feed, more families to house, more children to educate, and more people looking for gainful employment, the high population also represents an abundance of labour which can be used for productive purposes. The large population also represents a large potential market for goods and services. This large consumer base with increasing disposable income may attract even more foreign investment. The large population therefore represents a big opportunity for Pakistan to benefit from demographic dividend which can fuel Pakistan's growth for the next fifty years. The interest in relationship between population change and economic growth has reignited in Pakistan which is experiencing declining fertility and mortality rates and therefore declining growth in population. Consequently, Pakistan is witnessing changes in age structure with proportion of working age population increasing and offering a life time window of opportunity to turn demographic transition into demographic dividend.

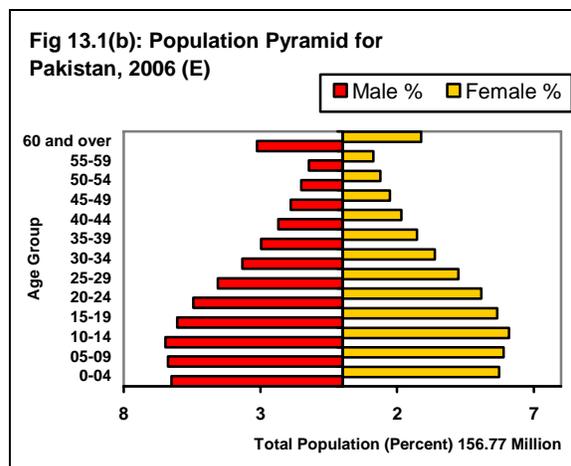
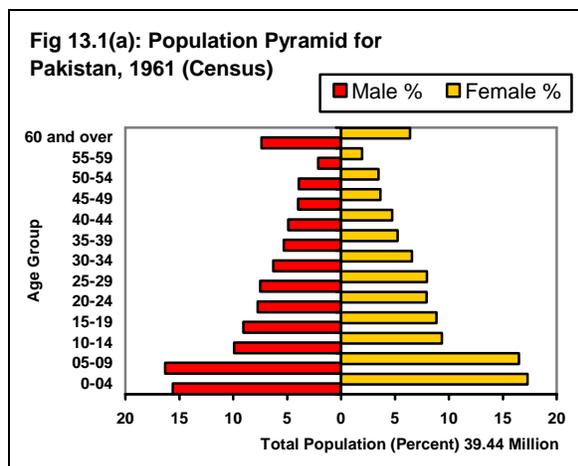
What is demographic transition and demographic dividend? The demographic dividend is defined as "transition from a largely rural agrarian society with high fertility and mortality rates to a predominantly urban industrial society with low fertility and mortality rates". Demographic transition consists of three phases resulting from the lag between changes in fertility and mortality.

At an early stage of this transition (phase one) the fertility and mortality rates are high, resulting in the decline of the share of working age population and creating bulge in the young age groups. In other words, the share of dependent population is higher, freeing less resource for investment and growth. During the second phase, fertility rates decline, leading to fewer younger dependents. On the other hand, the population bulge enters and stays in the working age. The working age population grows more rapidly than the population dependent on it, freeing up resources for investment and economic growth. Other things being equal, per capita income grows more rapidly and therefore making more income available for dependents. Accordingly, the welfare of the family improves. This dividend period is quite long and lasts five decades or more.

During the third phase, low fertility rates reduce the growth of young age population while the working age population moves out of the workforce gradually. In other words, the inflows of young age population moving into working age slows, the current working age population moves out of work force gradually and continuing improvement in old age mortality increases the share of elderly population. Other things being equal, per capita income grows more slowly and the first dividend begins to evaporate. But a second dividend is also possible. The working age population reaching retirement level has a powerful incentive to accumulate assets unless it is confident that its needs will be provided for by families or governments. Whether these additional assets are invested domestically or abroad, national income will rise. Therefore, the first dividend yields a transitory bonus lasting for over five decades and the second dividend transforms that bonus into greater assets and sustainable development. These outcomes are not

automatic but depend on the implementation of effective policies. Thus, the dividend period is a life

time window of opportunity rather than a guarantee of improved standards of living.



Where exactly is Pakistan in this demographic transition? As shown in Table 13.1, the Population Census data depicts two phases of demographic transition. During the first phase when fertility rates were higher (see Fig-13.1) the share of young age (0-14) population continued to rise thereby creating bulge in young age population while the share of prime age (15-59) continued to decline until 1981. Pakistan appears to have entered the second phase of demographic transition from 1981 onward as it has witnessed a secular decline in fertility rate from 6.0 to 3.8 resulting in the rise of the of working age population and consequent decline in the share of dependent population (see Table 13.1 & Fig. 3.2). Theoretically, therefore, Pakistan’s long term growth potential should be a function of factors such as demographics, physical capital stock and productivity.

health vocational training, etc.) over the last several years.

Table 13.1: Demographic Transition in Pakistan (%)

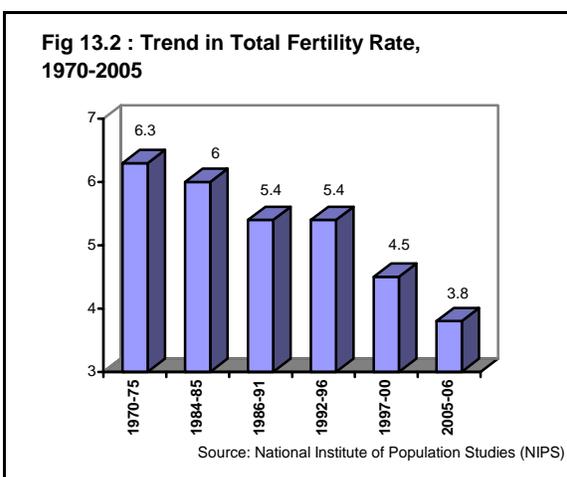
Census**	Young (0-14 age)	Prime (15-59 age)	Old (60 + age)
1961	42.4	50.6	6.9
1972	43.8	49.2	7.0
1981	44.5	48.5	7.0
1998*	43.4	51.1	5.5
2006 (E)	36.8	57.2	6.0

Source: Various Economic Surveys & P & D Division

*No census was conducted between 1981 & 1998

**The years listed in Table 13.1 are calendar years

Pakistan is currently passing through the demographic transition phase which provides a window of opportunity to convert this transition into demographic dividend. Empirical evidence support the fact that Pakistan is in the second phase of demographic transition as more resources are available for investment , economic growth is accelerating and per capita income is rising at a faster pace. In other words, Pakistan has already started reaping its first dividend on the back of a large-scale spending on social sector (education,



The demographic dividend being currently experienced in Pakistan is affecting growth through the mechanisms of labor supply, saving and human capital in conjunction with rising per capita income, growing middle class, availability of consumer credit, inflows of workers remittance and rising exports (foreign demand). These are fueling consumption demand leading to the expansion of domestic markets. The growing domestic demand is being met through various booming sectors of the economy such as agriculture, manufacturing and services. As such, the strong domestic demand leading to the expansion of domestic market has emerged as a key driver of economic growth and is supporting the ongoing growth momentum. Foreseeing the importance of human development to realize the benefits from demographic dividend for an emerging economy like Pakistan, the government has already initiated a large number of programs to ramp up social spending. These programs include the recently launched National Internship Program, establishment of the National Vocational and Technical Education Commission (NAVTEC), increased budgetary allocation for social sectors, especially education (including higher education through the Higher Education Commission (HEC)), health, population etc. In addition, the Government has launched Rozgar Scheme (self employment scheme), Khushal Pakistan Program and many other initiatives.

13.1 Population Overview

13.1.1 Population Indicators

While mortality has been decreasing and fertility has shown a significant decline over the recent years, the crude death rate (CDR) of Pakistan is estimated at 7.1 (per thousand) in 2005-06. In Pakistan, decline in mortality rate is due to the elimination of epidemic diseases and improvement in medical services. Despite a considerable decline in the total mortality in Pakistan, infant mortality has still remained high at 70 per thousand live births in 2005-06. The major reasons for this high rate of infant and child mortality are diarrhea and pneumonia. Maternal mortality ratio ranges from

350-400 per hundred thousand births per year. On the other hand, contraceptive prevalence rate (CPR) is at 26 percent and total fertility rate (TFR) has declined from 4.5 percent in 2001-02 to 3.8 percent in 2005-06.

13.1.2 Population Welfare Program

In 1953, the Family Planning Association of Pakistan (Non-Government Organization) initiated few clinics to provide family planning services. During the second plan period (1960-65) the Population Welfare Program was started by the Ministry of Health but the program did not show adequate progress. Finally an autonomous Family Planning Council was created in 1965 to run the program independently. In 1965, the annual crude birth rate was around 45 per thousand and death rate was around 18 per thousand whereas the net growth rate was 2.7 percent per annum. The overall execution and entire funding of this Program is the responsibility of the Federal Government. The Ministry of Population Welfare is the main executing agency of the national program while implementation of field activities is the responsibility of the Population Welfare Departments in each of the four Provinces of Pakistan

During the past decade though the program enjoyed full political support and commitment from the government, it lacked the most important ingredient to make any program successful, that is, backing from the community. The community based approach could not be fully materialized due to religious, social and cultural norms of the society. Low literacy rate particularly among women happens to be another major stumbling block in the way of the program's success. However, along with the passage of time and gradual globalization of the society, people have started to slowly but steadily recognize the usefulness of the population welfare program. Nevertheless, keeping in mind the prevailing trend of low literacy rate and other socio-cultural and religious norms, the Population Welfare Program would need more time to reach the replacement level of fertility in Pakistan.

With the commencement of the new millennium, the population welfare program has also taken a turn for the better. This turn in policy is a shift

from the focus on fertility towards a more comprehensive approach of integrating family planning with reproductive health and also addressing wider range of concerns, especially economic status, education and gender equality.

Box-13.1: Population Policy of Pakistan

The Population Policy is the outcome of a participatory process and enjoys the consensus of all stakeholders and partners, within government, NGOs and civil society.

Goals

The Population Policy seeks to;

- ♦ Attain a balance between resources and population within the broad parameters of the International Conference on Population and Development (ICPD) paradigm.
- ♦ Address various dimensions of the population issue within national law and development priorities while remaining within our national social and cultural norms.
- ♦ Increase awareness of the adverse consequences of rapid population growth both at the national, provincial, district and community levels.
- ♦ Promote family planning as an entitlement based on informed and voluntary choice.
- ♦ Attain a reduction in fertility through improvement in access and quality of reproductive health services.
- ♦ Reduce population momentum through a delay in the first birth, changing spacing patterns and reduction in family size desires.

Objectives

Short Term:

- ♦ Reduce population growth to 1.90 percent per annum by 2004. This objective of the population policy has already been achieved
- ♦ Reduce fertility through enhanced voluntary contraception to 4 births per woman by the year 2004. This objective of the population policy has already been achieved

Long Term:

- ♦ Reduce population growth rate from 1.90 per cent per annum in 2004 to 1.3 percent per annum by the year 2020.
- ♦ Reduce fertility through enhanced voluntary contraceptive adoption to replacement level of 2.1 births per woman by 2020.
- ♦ Universal access to safe family planning methods by 2010.

Source: Ministry of Population Welfare

One of the major achievements of the Cairo Conference has been the recognition of the need to empower women, both as being highly important in itself and as a key to improving the quality of life for everyone. It also emphasizes that men have a key role to play in bringing about gender equality, in fostering women's full participation in

development and in improving women's reproductive health.

In this context goals are set out in three related areas: expanded access to education, particularly for girls; reduced mortality rates; and increased access to quality reproductive health services, including family planning. The International

Conference on Population and Development (ICPD) Program of Action urges all countries to make reproductive health care and family planning accessible through primary health care system to all individuals of appropriate ages no later than 2015.

Table-13.2: Selected Demographic Indicators (Latest available)

Indicators	Current Year (2006-07)
Total Fertility Rate (TFR) 2005-06	3.8
Crude Birth Rate (CBR) 2005-06	26.1
Crude Death Rate (CDR) 2005-06	7.1
Growth Rate	1.80%
Infant Mortality Rate (IMR) (2005-06)	70
Maternal Mortality Rate (MMR) (2004-05)	350-400
Life Expectancy at Birth (2005-06)*	Male: 64 Years Female: 66 Years

Source: Federal Bureau of Statistics

* Planning and Development Division.

Some of the major strategies being pursued by the program with special attention to rural areas are:

- ♦ Expansion of family planning services in the rural areas through village-based family planning workers;
- ♦ Mobile service units for covering the far flung villages having no access to family planning services;
- ♦ Expansion in service delivery through family welfare centres and reproductive health service centres in the public and private sectors for provision of contraceptive surgery;
- ♦ Effective and increased involvement of all health outlets in the public and private sectors by providing training/refresher courses, basic equipment, sign boards and regular supply of contraceptives to paramedics;
- ♦ Introduction of family planning and Mother and Child Health (MCH) services in Federally Administered Tribal Areas (FATA) adjoining the NWFP through their health infrastructure;
- ♦ Reinforcement of family planning and MCH services in the Azad State of Jammu and Kashmir (AJK) and the Northern Areas;

13.1.3 Service Delivery Infrastructure

The service delivery comprises program outlets and service units of provincial line departments (PLDs), public sector institutions, private sector undertakings and civil society initiatives. The planned program network consist of 2206 family welfare centres, 118 reproductive health services "A" centres and 204 mobile service units. Through these service delivery outlets population welfare program offers a wide range of family planning services including motivation, counseling, full choice of contraceptives and contraceptive surgery. The responsibility of providing services at the grass root level are being envisaged to be handled by male workers especially with regard to male involvement in the population welfare program which will be increased to 4581 by June 2007. The emphasis of the program is to reach the desirous couples for meeting their service needs. The table below illustrates physical targets achieved up to 31st March 2007 (see Table 13.3).

13.1.4 Private Sector Contribution

It will be fruitless to think that the issue of overpopulation can be laid to rest without the help and support of the private sector. In this regard the non-governmental organizations (NGOs) play an important role. Realizing this the government highly encourages and supports endeavors undertaken by various NGOs for undertaking innovative and cost-effective service delivery and awareness campaigns to cover specific urban and semi-urban areas like slums, katchi-abadis and labour colonies.

Table 13.3: Service Delivery Infrastructure

Service Delivery Outlets	Planed 2006-07	Achieved as on 31-03-2007
1. Family welfare centres (FWC)	2363	2206
2. Reproductive Health "A" centres	275	204
3. Mobile service units	142	118
4. Male Mobilizers	4581	2622

Source: Ministry of Population Welfare

The Government of Pakistan seeks active cooperation with NGOs in the areas of family

planning and reproductive health through the Ministry of Population Welfare, and the National Trust for Population Welfare (NATPOW). One example of cooperation between the NGOs and the Government is sharing the responsibility of meeting national population sector targets. NGOs use initiative, creativity, and take innovative steps because of their size and limited commitment; they can create "models" for replication. The NGOs have contributed significantly in promoting the cause of the population program in the country. Overall, some 264 NGOs with 479 outlets, operating throughout the country, have been registered with National Trust for Population Welfare (NATPOW) till date.

The private sector is also involved in the crusade against over population through Social Marketing (SM) activities with the aim of making Family Planning (FP) information and services available more widely at reduced rates. Currently SM Projects are funded by the KFW (Development Bank of Germany) and Department for International Development (DFID), U.K. The Projects are executed outside the Public Sector Development Program (PSDP) by Social Marketing Pakistan, by adopting independent logo of "Green Star" The other Project is executed by Key Social Marketing by using an independent logo of "key". The range of activities of SM includes advertisement/promotional campaign, training of doctors, paramedic & chemists as well as dispensation of contraceptives through a commercial distribution network of over 58,000 distribution/service points.

13.1.5 Some Future Strategies

Strategizing for the future is imperative in order to curb over population in Pakistan. In this regard numerous measures and procedures have been adopted. From the side of population management these include launching of advocacy campaigns for all segments of the society, ensuring ownership and participation of communities and stakeholders in service delivery. On the other hand, the health sector is involved by reducing unmet need for quality family planning and rural health (RH) services, adopting a shift from target oriented to people-centered approach, creating a comprehensive network of family planning & RH services in Pakistan, building a stronger

partnership with all the stakeholders in private and public sectors. In addition, mainstreaming population factor as a across cutting issue, strengthening contribution to population activities by all stakeholders, expanding social marketing of contraceptives, accessibility and affordability in rural and under-served areas, bringing attitudinal change in men to adopt small family norms and responsible parenthood, involving opinion leaders and religious scholars in the population control program and expanding family planning to under-served area also comes under the umbrella of future population control and management strategies.

Some recent policy directives issued by the Ministry of Population Welfare in order to boost its population welfare program are: establishment of population commission, directions issued to all social sector ministries and provincial departments for mainstreaming the population issues and responses, parliamentarians to project population as a cross cutting issue and over see progress in their constituencies, mandatory provision of family planning services from all service delivery units of health departments and lady health workers programs. Further more the following policy directives are also issued by the Ministry, district technical committee headed by EDO health, sustained management support infrastructure for flagship initiative of the public/private partnership for promoting FP/RH services, revamping/rejuvenating of National Trust for Population Welfare (NATPOW), annual grant-in-aid of Rs 200 million to NATPOW for promoting FP/RH through NGOs.

The population profile in Pakistan reveals that in order to achieve sustainable development and to control overpopulation, empowerment of women, effective use of resources, efficient family planning, and popularization of small family norm are imperative. Furthermore, slowdown in population growth rate, wider coverage of reproductive health services, education of women, and effective steps to eradicate poverty are prerequisites for sustainable development in Pakistan as well.

13.2 Labour Force and Employment

In an era of knowledge economy, human resource development and its management have assumed added importance as key driver of growth. Until recent past, Pakistan has, however, lagged behind in this field. Technological developments in the last century have transformed a majority of economic activities which are now more knowledge based than physical based. The level of education and training is comparatively very high in knowledge based economies and a considerable portion of GDP is invested in the skill development. Specific sectors like information technology, services etc in the guise of outsourcing are prominent examples of a skill or knowledge based economy.

Pakistan is also working to move towards a *knowledge based economy*. According to the Medium Term Development Program (MTDP) 2005-10, there is a strategy to move towards an efficient, balanced, internationally competitive, environmental friendly and technologically driven knowledge economy. There are two major potential challenges in shaping the knowledge base economy – the quality and quantity of education and investment in skill development to develop knowledge hubs. As such there is no prescribed unit for qualifying knowledge to measure in numerical figures but it can be assessed with the help of certain indicators which reflect in economic performance. One of these indicators is TFP or Total factor Productivity which is frequently used for measuring productivity levels of labour.

According to latest *Labour Force Survey (2005-06.)* at the moment there is 46.9 million employed labour force in the country. Whereas only 3 million workers are unemployed out of 50.05 million total labour force (see Table 13.4). It is no mean feat to adequately absorb such a huge labour force. However due to the Government's prudent and far sighted economic policies this task has been successfully accomplished.

Pakistan is a country with about 25 million youth of 18-25 years age group but a very small percentage 1.7 percent are able to make contribution in national economy by applying their training and education. Around 540 technical and vocational institutions have the capacity to produce only 200, 000 skilled people every year which is inadequate as compared to the demand of the economy and the country's population. Just focusing on enhancing the enrolment in technical institutes is not enough. We need to put emphasis on quality and quantity of skill development which match the needs of the firms and entrepreneurs.

To establish a market-based economy there is a need to have a change in strategy. Long term planning is mandatory-based on realistic assessment of our economic activities in the light of emerging trends and prudent investment policies. This requires three generations of investment reforms: first generation reforms calls for adoption of market-friendly policies – to liberalize the investment regimes by reducing barriers towards FDI, strengthening standards of treatment for foreign investors and giving a greater role to market forces in resource allocation. To move towards third generation reforms, investment promotion policies framework is required for attracting investment to target key investors in the identified industries and firms thus constituting second generation reforms. Further to meet their respective vocational workforce, there is a need to have programs of transfer of knowledge through global production networks and establishment of “knowledge hubs” in the light of industry development priorities. This is the only gateway for Pakistan to establish a successful knowledge based economy. Globalization of local knowledge and localization of global knowledge are the pre-requisites of knowledge based economy.

The employment generation, poverty reduction and human resource development are the main features of the development pursuits in Pakistan. The employment led growth rate captures a central

place in sustainability of development efforts and is crucially linked with the availability of decent work opportunities for able and willing adults. Along with the various measures taken to meet the above mentioned challenges the government has laid down the parameters for the growth of trade unions; protection of workers rights; the settlement of industrial disputes; and the redress of workers grievances through announcement of five labour policies. These policies also ensure compliance with international labour standards ratified by Pakistan.

13.2.1 Labour Market Overview

The over all employment and labour market situation in the country continues to draw attention in economic and social policy making. In order to make the conditions conducive for employment creation government needs to identify and remove perverse incentives that bias investment towards capital- intensive techniques. There is need to adopt a *sectoral approach* to create conditions for investment in employment intensive industries.

The recent turnaround in the economy and GDP growth rate on the trajectory of 6-8 percent in recent years is in sharp contrast to 1.8 percent in the year 2000-01. There is wider optimism in sustaining the growth trends is partly a result of consistent, participative and predictable policies. The medium term development framework 2005-10 (**MTDF**) stresses on just and sustainable economic system for reducing poverty and achieving millennium development goals (MDGs) by the target year of 2015. Furthermore, the MTDF incorporates a paradigm shift towards enhancing competitiveness not only by means of higher investment but also through knowledge inputs to maximize total factor productivity.

Cognizant of the situation the Government has tried to incorporate all elements needed toward the creation of the decent work opportunities. These elements include: Economic governance, macro economic stability; Institutional reforms, deregulation and privatization; Creation of conditions that sufficiently motivate private sector and attract foreign investors; Building and strengthening physical infrastructure; Enhancing

technical and vocational competence of the work force, strengthening of the SMEs and developing entrepreneurship; Gender mainstreaming and designing the programs targeting women and youth and labour markets and Policies and institutions.

Table 13.4: Civilian Labor Force, Employed and Unemployed for Pakistan (millions)

	2001-02	2003-04	2005-06
Labour Force	41.83	45.5	50.05
Employed	38.37	42.0	46.95
Unemployed	3.46	3.5	3.1

Source: Labour Force Survey 2001-02, 2003-04 & 2005-06

13.2.2 Labour Force Participation Rate

The Pakistani working age population is estimated to be 105.37 million. However, a significant number of this is not a part of the economically active population. Those not active in the labor market include: housewives, students, handicapped, senior citizens, etc. Internationally, economically active population is defined as *the proportion of population that is either employed or looking for work*. This is also referred to as labor force or labor supply. The labor force participation rate is measured on the basis of Crude Activity Rate (CAR) and Refined Activity Rate (RAR). The CAR is the percentage of the labor force in the total population while RAR is the percentage of the labor force in the population of persons 10 years of age and above.

The labor market in Pakistan demonstrates a lower labor force participation rate (LFPR) as compared to its competitors. It has been in the range of 28.6% -32.3% over a decade; even the RAR is low and hovered at 43% over a decade (see Table-13.5). It is nevertheless important to point out that both these ratios are increasing in recent years. This is mainly attributed to increasing economic activities that are fairly diversified and thus are not only generating employment opportunities but also motivating others to join workforce. The crude activity rate has stayed roughly constant since 1980, but has started to rise in the last few years: from 29.6% in year 2001-02 to 32.3% in 2005-06. Similarly, the RAR has also started to increase from past trend of

43.3% in 2001-02 to 46% in 2006-07. Participation rates are highest in Punjab and lowest in NWFP.

These rising rates of participation point towards an increasing optimism in the labor market.

Table -13.5: Population, Labor Force and Labor Force Participation (LFP) Rates

Year	Population (million)		Labor Force (million)		LFP Rate (percent)	
	Total	Working age*	Total	Increase	Crude	Refined
1996-97	126.90	84.65	36.30	1.57	28.6	43.0
1997-98	130.58	88.52	38.20	1.90	29.3	43.3
1999-00	136.01	92.05	39.4	1.20	29.4	42.8
2001-02	145.80	99.60	42.39	2.99	29.6	43.3
2003-04	148.72	103.40	45.23	2.84	30.4	43.7
2005-06	151.55	105.37	48.95	3.72	32.3	46.0

Source: Labour Force Survey 2001-02, 2003-04 & 2005-06

* Population 10 years and above is considered as working age population.

Further disaggregating of the data reveals other important trends. The LFPR has been increasing over the years but still it is low and even lower for the female segment of the population, however the low LFPR indicates huge reservoirs of human resources that can be effectively utilized for future economic growth. Moreover, the trends in the LFPR show that there has been a substantial increase in the female labour force over the years (15.9% in 2003-04 to 18.9% in 2005-06). Though increasing, female LFP rate continues to be exceptionally low as compared to the South Asian countries where it ranges between 35-50 percent. Female participation in Balochistan (12.6%), NWFP (13.0%) and Sindh (9.1%) are especially low.

A number of gender-specific measures taken by the government are positively influencing female participation in the economic activities. Facilitating and increasing the availability of suitable jobs for women, targeting education and skill formation, improving under-reporting especially in the non-wage sector and addressing issues of discrimination and career progression are important initiatives.¹ All of this means that

¹ Many labor market activities of females are not being disclosed to male enumerators due to social and cultural reasons and that causes non-sampling error. To reduce the measurement error in FLFPR, a number of detailed questions are included in LFSs since 1990-91

Pakistan could potentially see a dramatic expansion in the labour force as more men and especially women choose to enter the labour force in the future.

A significant growth in employment has been observed since 1999-00. During the last six years (2000-06) 12.81 million jobs have been created. However, with the rising pace of economic activity in the last three years the rate of job creation has also accelerated. As shown in Table 13.6, 3.1 million jobs have been created between 2001-02 and 2003-04 (2 years) and 4.94 million jobs were created in between 2003-04 and 2005-06 (2 years) as against 4.6 million in 6 years prior to the year 2000. The focus of the current economic policies is to generate work opportunities in both urban and rural areas. It is however important to note that more work opportunities are being created in rural areas as compared to urban areas. During the last seven years (2000-06) out of additional employment of 12.81 million, 8.61 million (67.2%) were created in rural areas as compared to 4.2 million (32.8%) in urban areas. Now the challenge

and estimates are presented under "improved estimates." These show much higher activity rate as compared to the traditional low estimates. The improved participation rate of 39.3 percent in 2005-06 is more than twice the traditional estimates.

faced by the government is to sustain the growth momentum to create more jobs, increase incomes of the people, and reduce unemployment and poverty.

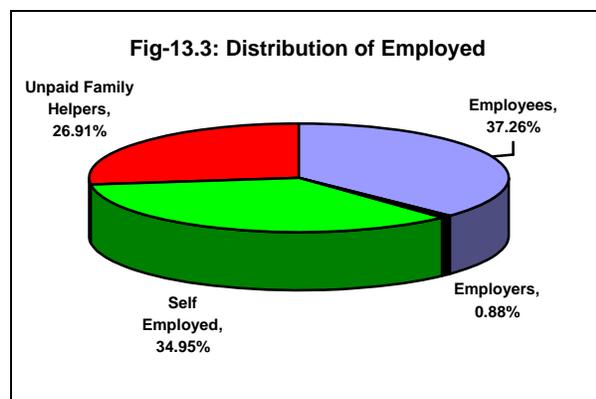
Table -13.6: Employment Trend and Change: 1996-97 and 2005-06 (millions)

Year	Pakistan		Rural		Urban	
	Employed	Change	Employed	Change	Employed	Change
1996-97	34.13	-	23.87	-	10.78	-
1999-00	36.32	2.19	25.55	1.68	10.77	-0.01
2001-02	38.88	2.56	26.66	1.11	12.22	1.45
2003-04	42.00	3.12	28.81	2.15	13.19	0.97
2005-06	46.94	4.94	32.48	3.67	14.46	1.27

Source: Labor Force Survey, various issues

13.2.3 Employment Situation

The status of employment shows that employees and self-employed respectively account for 37.26% and 34.95% of the total employed work force followed by unpaid family helpers (26.91%) and employers (0.88%). More male workers are engaged in the category of self-employed and employers. Overall there has been an increase in each category; however it is more obvious in the case of unpaid family helpers (see fig-13.3).



An increase in the employees and unpaid family helpers category has been noted for males, while decrease is noted in self-employment category. The ratio of employers remains the same. For females, a significant increase is observed in the unpaid family helpers' category whereas a decrease in the self employed and employees category. No change has been observed in the share of female employers which was already very small. The increase in unpaid family helper category for both men and women is an indication of the expansion

of economic activities within the household, especially in rural areas. The targeting of the livestock and dairy sector as leading employment augmenting sectors in rural areas has been quite rewarding.

13.2.4 Employed Labour Force by Sector

Agriculture remains the dominant source of employment in Pakistan. The share of agriculture in employment has decreased from 47 percent in 1990 to 43.37 percent in 2005-06. It has however, increased marginally (from 43 percent in 2003-04 to 43.37 percent in 2005-06) over the last two years with manufacturing and trade & services absorbing a growing share of the work force. Targeting of labor intensive livestock and dairy sectors proved to be an important strategy for employment augmentation in rural areas. These are complemented by public sector funded small area development schemes. These strategies have successfully expanded rural employment, particularly at the local level. Agriculture is followed by wholesale and retail trade (14.67%), community and social services (14.35%) and manufacturing sector (13.84%) in terms of share of employed. An increase in the share of agriculture and manufacturing sector, however, is an indication that employment opportunities are created in both rural and urban areas. The policy of deregulation, privatization and liberalization helped in increasing the participation of private sector in the economy. As a result, significant number of work opportunities are being generated in urban areas. The capital intensity of the

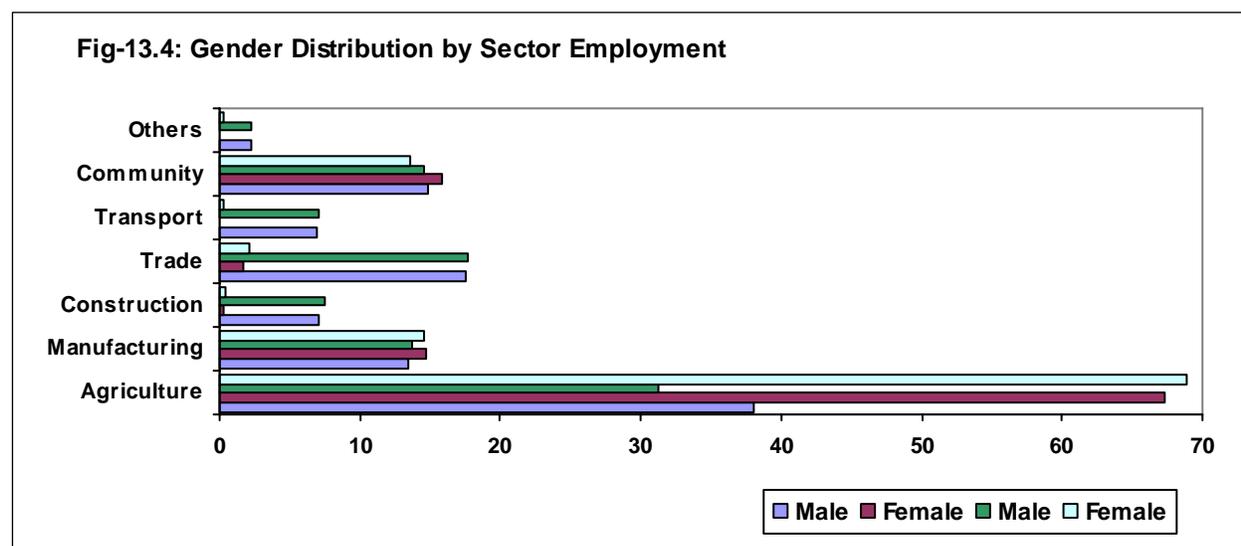
industrial sector, however, limits its employment generating capacity. Sector wise break up of employed labour force shows that female share, especially in agriculture, manufacturing and services is gradually rising (See Table-13.7).

TABLE-13.7 EMPLOYED LABOR FORCE BY SECTORS (%)

Sector	2003-04			2005-06		
	Total	Rural	Urban	Total	Rural	Urban
Agriculture	43.05	60.03	5.94	43.37	59.87	6.32
Manufacturing	13.73	9.05	23.97	13.84	9.00	24.71
Construction	5.82	6.02	5.39	6.13	6.23	5.91
Trade	14.80	9.39	26.62	14.67	9.30	26.71
Transport	5.73	4.33	8.80	5.74	4.64	8.22
Services	15.01	10.36	25.17	14.35	10.06	24.00
Others	1.85	0.82	4.12	1.89	0.89	4.13
Total	100.0	100.0	100.0	100.0	100.0	100.0

Source: Labor Force Surveys, 2003-04 & 2005-06

Although agriculture sector dominates employment for men and women, a larger proportion of females earn livelihood from this sector (see Fig-13.4). The manufacturing and services sectors also employ a higher proportion of females especially in the fields of teaching, medicine and domestic helpers whereas males are concentrated in manufacturing, services and trade sectors.



Reduction in employment was observed in public sector and public sector enterprises (PSEs) which historically had significant new job opportunities to offer. The stagnating public sector has been overtaken by thriving private sector in terms of job creation.

Box 13.2: Emerging Employment Scenario in Pakistan

Many new areas have recently emerged as sources of employment leading to outsourcing of Pakistan's wealth of skilled professionals to the rest of the world. The telecom, auto industry, auto vending, auto service stations, show rooms, hotels and restaurants, livestock and dairy sectors dominate in jobs creation. The leading industries/sectors include:

Telecom and IT Sector	Mobile phone, wireless loop and LDI companies, public call offices, internet
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	service providers, broad band service providers, cable services, electronic media companies, information technology and internet related companies and call centers.
Health and Education Sector	Private and philanthropic hospitals and clinics, biomedical sciences and biomedical and genetic engineering, private and non-governmental educational institutions, and scientific research and development organizations.
Chemical	Fertilizer, pesticide, seeds and agro-chemical distribution.
Allied Agriculture Sectors	Dairy and milk processing packaging and marketing, livestock, fruits and vegetable industry, fisheries and feed mills.
Financial Services	Islamic banking services, new private banks including micro financing institutions, risk managers in the financial sector, leasing and insurance.
Transport Sector	Intercity and intra city coach, bus and transport services, and private airline companies.
Construction	Construction services particularly plumbers, electricians and masons.
Other Services	Advertising, marketing, creative services, accountancy and management consultancy, and electronic and print media.
Oil and Gas	Oil and gas exploration and drilling, petrol and CNG filling stations.
Source: Ministry of Labour & Manpower	

13.2.5 Unemployment

Unemployment is defined as all persons ten years of age and above who during the reference period were: a) without work i.e., were neither in paid or self employment nor employed as unpaid family helpers, b) currently available for work i.e., were available for paid employment or self-employment, and c) seeking work i.e., had taken

specific steps in a specified period to seek paid or self-employment. According to this definition, about 3.10 million people were unemployed during the fiscal year 2005-06 as compared to 3.50 million in 2003-04. It is important to highlight that the rising trend of unemployment has not only been arrested but it has also started declining since 2001-02 (see Table-13.8).

TABLE-13.8: UNEMPLOYED LABOR FORCE BY AREAS

YEARS	UNEMPLOYED LABOR FORCE (IN MILLION)			UNEMPLOYMENT RATE (%)		
	TOTAL	RURAL	URBAN	TOTAL	RURAL	URBAN
1996-97	2.26	1.33	0.94	5.93	5.02	7.98
1999-00	3.08	1.92	1.15	7.82	6.94	9.92
2000-01	3.33	2.10	1.22	8.30	7.53	10.09
2001-02	3.46	2.15	1.31	8.27	7.55	9.80
2003-04	3.50	2.08	1.41	7.69	6.74	9.70
2005-06	3.10	1.84	1.26	6.20	5.35	8.04

Source: Labor Force Survey, various issues

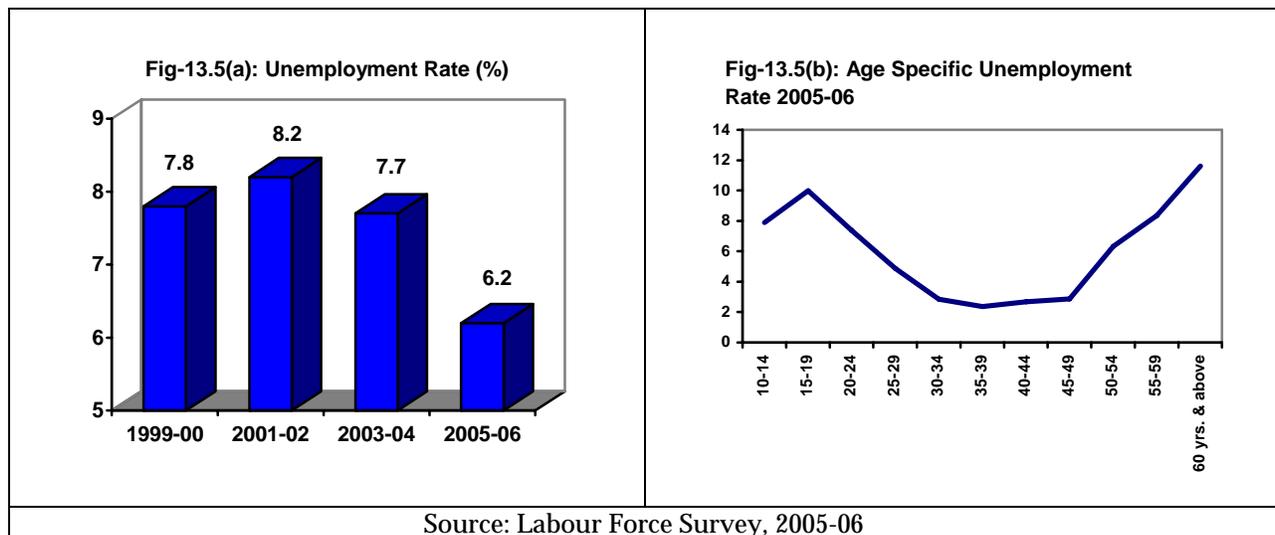
Overall unemployment rate has declined from 8.3 percent in 2001-02 to 7.7 percent in 2003-04 and 200

further to 6.2 percent in 2005-06. As far as rural area is concerned, it declined from 7.55% in 2001-

02 to 5.35% in 2005-06 while for urban areas this figure is 9.8% to 8.04% during the same period. Both male and female unemployment rates declined in rural as well as urban areas. The decline in female unemployment in both rural and urban areas can be attributed to two factors. Firstly, it has been observed in many developing countries including Pakistan that females would not enter the job markets due to perceived or otherwise discriminatory factors. In recent years, in Pakistan, it is now being observed that such impression is being dispelled as female participation rate is on the rise because of the

increased job opportunities and conducive environment. Secondly, the availability of micro finance facilities focusing on women particularly in rural areas have given rise to a new wave of rural women entrepreneurs.

Sustaining economic growth – a priority area - is expected to further generate employment opportunities. This is likely to reduce overall unemployment to 4% by 2009-10, a target aimed at in the Medium Term Development Framework (MTDF) 2005-10. About 3 million people enter the job market each year. Creating jobs for them is the key to reducing poverty.



13.2.6 Age Specific Unemployment Rate

The age specific unemployment rate shows a typical U shaped pattern (fig 13.5 (b)); higher rate for younger and older groups and lower for the prime age persons (those who fall between 25-49 years) (see Table-13.9). The interesting observation, however, is a visible fall in the unemployment rate in age-groups below 49 years in 2005-06 as compared to 2003-04. The decline in unemployment in the younger age groups is the result of aggressive education campaign of the government. Increasing enrolment in schools is reducing not only the incidence of child labor but their entry into the labour market as well. The goal

of universal primary education along with achieving other *Millennium Development Goals (MDGs)* is expected to contribute significantly in the withdrawal of working children from the labor market, thus reducing unemployment.

The incidence of unemployment in older age group especially among women though have registered decline in 2005-06 are still relatively high and requires government attention. A number of facilities and social services are being extended for senior citizens; absence of an adequate institutional mechanism of social protection is greatly felt. Table 13.9 shows that unemployment rate starts declining from the age

group of 25-29 years till the age group of 45-49 and again start rising from the age group of 50-54. One of the highest unemployment rates is observed in

the age group of 15-19 i.e. almost 10 percent mainly due to the high school drop outs trying to find jobs.

Table-13.9: Unemployment Rates Sex and Age (%)

Age Groups	2003-04			2005-06		
	Total	Male	Female	Total	Male	Female
Ten Years & Above	7.7	6.6	12.8	6.2	5.42	9.3
10-14	12.8	13.6	10.4	7.89	8.76	5.71
15-19	13.2	12.8	14.9	9.98	10.02	9.82
20-24	10.3	9.3	15.0	7.37	6.87	9.43
25-29	7.1	6.1	12.5	4.88	4.3	7.34
30-34	4.5	3.8	7.4	2.85	2.45	4.33
35-39	2.9	2.0	7.2	2.37	1.67	4.87
40-44	2.9	2.5	4.8	2.68	2.0	5.45
45-49	3.5	2.3	9.5	2.87	2.08	6.04
50-54	5.1	3.5	12.2	6.32	4.52	14.48
55-59	7.1	4.5	20.7	8.35	5.89	19.5
60 yrs & above	12.8	8.9	36.1	11.62	7.18	34.12

Source: Labour Force Survey, 2003-04 and 2005-06

13.2.7 Employment by Formal and Informal Sectors

The increasing size of the informal sector is an indication that more jobs are being created in those sectors which largely employ low wage workers (see table-13.10). Attaining immediate employment

goals notwithstanding, such an employment profile does highlight the need to improve working conditions in informal sector along with integrated policies to raise productivity, skill up gradation, and legal and institutional framework for property and labor rights.

Table-13.10: Employment by Formal and Informal Sector (%)

	2003-04			2005-06		
	Total	Rural	Urban	Total	Rural	Urban
Total	100	68.60	31.40	100	69.19	30.81
Agriculture	43.05	41.18	1.86	43.37	41.43	1.95
Non Agriculture	56.95	27.42	29.53	56.63	27.77	28.86
-Formal	17.11	7.42	9.69	15.37	6.99	8.38
-Informal	39.84	20.00	19.84	41.25	20.77	20.48

Source: Labour Force Survey 2003-04 & 2005-06

13.3 Employment Promotion Policies

Government policies for employment generation and promotion are based on three types of measures such as direct and targeted measures, accelerated investment and improving technical and vocational competence of labour force.

The **Public Sector Development Program (PSDP)** for the current fiscal year 2006-07 has been increased from Rs 272 billion to Rs. 435 billion. This is an increase of 59.9% over the budget 2005-06 which will lead to creation of a large number of new jobs in the country.

Small and Medium Enterprises (SME) represents a significant component of Pakistan's economy in

terms of value. They are highly labour intensive and provide employment to the bulk of the non-agricultural labour force. The growth of SMEs has mainly been hampered by the non-availability of credit in the past. Realizing this constraint the government has opened two specialized banks namely, the SME Bank and Khushhali Bank. The Small and Medium Enterprises Development Authority (SMEDA) is also actively developing program for managerial skill development and providing technical and information support to the SMEs. A large number of SMEs are being financed under a program lending scheme namely "Hunarmand Pakistan Scheme" in businesses such as fan manufacturing, cutlery manufacturing, surgical instruments, doctors and dentists clinic, women entrepreneurs, CNG stations, motorized looms, auto parts manufacturing, furniture manufacturing, motorcycle and rickshaw. The SME Bank has so far financed 6060 SMEs and disbursed loans amounting to Rs.3469 million and has been successfully created 42420 employment opportunities in the country.

Realizing the importance of microfinance in improving the lives of the poor people, the government established Khushhali Bank in 2000 - a microfinance institution - under a public-private partnership program. It also encouraged private sector to setup microfinance banks in Pakistan whose outreach have increased to half a million households in just 4-5 years. In the next five years the outreach will increase to three million households. The Khushhali Bank alone has so far disbursed Rs.9603 million and nearly 33 percent of its clients are women. The services of these institutions will be the most effective instruments in improving the lives of the poor people in both urban and rural areas.

Pakistan Poverty Alleviating Fund (PPAF) was set up in April 2000 with an endowment of \$100 million, as a wholesale lender to NGOs engaged in providing micro financing. The PPAF is present in 104 districts across Pakistan and it has 68 partner organizations. So far it has made disbursements of Rs.17448 million and it has around 6.18 million beneficiaries.

The **housing and construction sector** provide substantial additional employment opportunities

as it contributes through a higher multiplier effect with a host of beneficial forward and backward linkages in the economy. Nearly 40 industries are linked with construction activities. With employment elasticity at 0.60 and targeted growth rate ranging from 6.0% to 8.0% during the medium term, increasing housing can not only reduce the housing shortage, but also give a boost to about 40 allied industries linked with construction and housing, and increase fairly dispersed employment and income opportunities. There is a shortage of 6.0 million houses in the country, construction activity in the country and the housing sector is actively engaged to meet the demand.

Targeted Measure /Programs

National Internship Program: Government of Pakistan has recently launched a National Internship Program and 20, 000 internees have been inducted in the first batch during 2006-07. According to this program the educated youth who have completed 16 years of education will have an opportunity to have practical experience of working in government institutions and corporations for one year as internees before entering into labour market. Stipend of Rs.10, 000 per month will be given to these young people along with the experience certificate after completion of the internship.

Rozgar Scheme: This scheme was launched in 2006 aiming at providing employment opportunities in the age group of 18-40 having secondary school certification. This condition of minimum education is exempted for females. This scheme is implemented by National Bank of Pakistan (NBP). The (NBP) has developed a range of products with a brand name of "NBP KAROBAR". Half of the mark-up rate of 12 percent will be borne by the Government.

Overseas Migration: The major focus is on managing international migration and taking full advantage of opportunities being offered by the demographic changes taking place in industrialized countries as well as under the ongoing discussion on services at the World Trade Organization (WTO). As a labour exporting country and Pakistani, the focus is on: i) making efforts in exporting to increase the number of overseas workers with proper skills, ii) protecting

the rights of migrant workers, iii) facilitating workers in sending remittances through legal channels and effective utilization of remittances, and iv) developing investment facilities for the expatriates to use their acquired expertise. In order to seek greater participation of overseas Pakistanis in business and economic activities, the Ministry of Labour has organized a high profile Overseas Pakistanis Investment Conference.

Government is also targeting different sectors for employment creation. A national plan of action for rapid industrial growth through industrial technology development is being launched for accelerated industrialization and improvement in total factor productivity. A number of industrial estates are being set up with common technology centers (CTCs). Industrial corridors (ICs) and specialized industrial zones (SIZs) with full support of federal Government are being set up by the provincial government along motorways, expressways and railways. These projects will help in boosting employment.

Public Works Program: Small public works scheme under “Tameer-e-Pakistan and Khushhal Pakistan” are important initiatives to contribute expanding employment by under taking small public works schemes, such as farm to market roads, water supply, sewerage, garbage collection and village electrification.

The “**Khushhal Pakistan**” program aims at creating employment in rural areas by, i) skill training for self employed, ii) micro financing, iii)

village level small infrastructure, iv) agriculture including live stock development, and v) primary education and health care.. Nearly 3.2 million households living in 2,000 rural union councils across Pakistan have benefited from this program.

Emphasis on **technical and vocational** education and flexible training are important for enhancing technical and vocational competence of the population and work force. To strengthen, standardize and streamline vocational and technical education government has setup National Vocational and Technical Education commission (NAVTEC) mainly as a regulatory and coordinating body for skills development and establishing national skill standards, certification and accreditation.

Technical and vocational training enhances the employability of the work force. There are 315 training institutes under NTB across Pakistan, which also includes all Technical Education and Vocational Training Authority (TEVT A) TEVTA institutions in Punjab. They offer vocational courses in 80 trades and the net output capacity of these institutions is 150,000 per year which will be doubled within a period of three years and will further increase to one million per annum. At present the training capacity of 28,050 trainees is available under TEVTA, Punjab and the other Provincial Directorates of Manpower and Training. Besides 8807 apprentices are being trained under the Apprenticeship Training Program in the country.

Box-13.3: Public-Private Partnership in Skills Development

Greater participation of and coordination with the employers and the private sector is being actively pursued to ensure that education and training responds well to the labor market needs. Besides the policy of establishment of Centre Management Committees (CMCs) that are chaired by the representatives of employers, public-private partnership in the form of establishment of “Skills Development Councils” (SDCs) has been encouraged. The SDCs have been set up in the provincial capitals as well as Islamabad. Led by the representatives of the industry, the SDCs supported by the MOLMOP are autonomous in their work and tailor their skills development programs in line with the market demand. A large number of training programs are run by the SDCs annually.

SMEs Promotion and Enterprise Development

The measures taken for the SMEs development are: i) up-gradation of technology and

enhancement of business skills, ii) increase in competitiveness of SMEs through provision of subsidized focused short duration training module to workers and their shop floor managers, iii)

incentives for investment in the form of reduced taxes for enterprises which sign up for upgrading their business products, iv) improve quality standards to compete in the global economy, v) improve market access and product information, vi) strengthening of legal, taxation and institutional framework, and vii) improved access to financial resources and services including a substantial increase in bank financing for SMEs and credit as venture capital for new start-ups especially those engaged in export-oriented contract manufacturing.

Establishment of technology and business incubation centers (TICs) and (BICs) are being considered for enterprise and SMEs development as well as tools to catalyze business startups and HRD. Industry-academia linkages, important in this regard, are increasingly being developed. The Small and Medium Enterprises Development policy was approved by the Cabinet on 17th January 2007.

National Employment Policy and Action Plan: To ensure that the high priority given the creation to decent employment as outlined in the MTFD and PRSP are translated into key policy action, the Ministry of Labor, Manpower, and Overseas Pakistanis (MOLMOP) together with the social partners has been actively involved in the formulation of a National Employment and Skills Development Policy. To discuss the main elements of such a national policy, MOLMOP along with the ILO, organized a national tri-partite forum with high level participation from key Ministries, representatives of employers and workers, concerned NGOs and academia.

The Plan of Action adopted by the Forum also drew upon the global employment agenda (GEA) framework of the ILO and elaborates the following areas:

- ♦ Strengthening vocational and technical competence of the workforce,
- ♦ Accelerating employment, income and productivity growth by encouraging growth in high labor absorption sectors,
- ♦ Active labor market policies including for productive re-absorption of displaced workers, setting up public employment services and support for women entrepreneurship development,
- ♦ Employment and labor market monitoring, analysis and feedback, and
- ♦ Setting up an efficient and equitable labor market including review of minimum wages.

The MOLMOP has also established a Policy Planning Cell (PPC). The Cell is entrusted with the task of preparing national policies in the crucial areas of: i) employment generation, ii) international migration, and iii) human resource development (HRD). The PPC is also entrusted to make recommendations in the area of workers' welfare and social protection as well as rationalization/classification of labor laws. Based on the consultations made by the PPC and the feedback received, the PPC initiated its work on preparation of the draft employment policy.

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TABLE 12.1

POPULATION**

Mid Year (End June)	Popu- lation (mln)	Labour Force Partici- pation Rate(%)	Civilian Labour Force (mln)	Emp- loyed Total (mln)	Crude	Crude	Infant
					Birth Rate	Death Rate	Mortali- ty Rate
					(...per 1000 persons)		
1981 *	85.09	30.30	25.78	24.70	-	-	..
1991	112.61	27.52	30.99	29.04	39.50	9.80	102.40
1992	115.54	27.64	31.94	30.07	39.30	10.10	100.90
1993	118.50	27.38	32.45	30.92	38.90	10.10	101.80
1994	121.48	27.40	33.29	31.68	37.60	9.90	100.40
1995	124.49	26.99	33.60	31.80	36.60	9.20	94.60
1996	127.51	27.00	34.43	32.58	35.20	8.80	85.50
1997	130.56	28.22	36.84	34.59	33.80	8.90	84.40
1998 *	133.48	28.92	38.64	36.36	..	..	..
1999	136.69	28.91	39.52	37.19	30.50	8.60	82.90
2000	139.76	28.51	39.84	36.72	..	..	..
2001	142.86	28.48	40.69	37.50	..	..	..
2002	145.96	29.61	43.22	39.64	27.30	..	..
2003	149.03	29.61	44.13	40.47	27.30 *	8.00 *	83.00 *
2004	151.09	30.41	45.95	42.42	27.80 ***	8.70 ***	79.90 ***
2005	153.96	30.41	46.82	43.22	26.10	8.20	77.00
2006 P	156.77	32.22	50.50	47.37	26.10	7.10	76.70

.. not available

P: Provisional

*. Census Years.

*** : Projected figures generated by Planning and development division

** Population figures in different tables may not tally due to different sources of data/agences. However, population and growth rates in this table has been estimated on the basis of average annual growth rate during 1981-98.

Sources:

(1) Population : Population Census Organisation, Planning Commission and Demographic Survey 1991 and 1996-97.

(2) Labour Force Participation Rate : Labour Force Surveys, Population Census of Pakistan 1998.

(3) Infant Mortality Rate / Life expectancy at birth : Pakistan Demographic Surveys, Federal Bureau of Statistics and Planning Commission

(4) Crude Birth Rate / Crude Death Rate; (i) Population Census of Pakistan 1981 and 1998, (ii) Pakistan Demographic Survey 1996-97

TABLE 12.2

POPULATION BY SEX AND RURAL/URBAN AREAS

Mid Year (End June)	All Areas	Rural areas	Urban areas	(Population 000)	
				Male	Female
1981	85.09	61.01	24.08	44.67	40.42
1991	112.61	77.95	34.66	58.82	53.79
1992	115.54	79.60	35.79	60.31	55.23
1993	118.50	81.45	37.05	61.83	56.67
1994	121.48	93.19	28.29	63.35	58.13
1995	124.49	94.95	29.54	64.88	59.61
1996	127.51	86.69	40.82	66.42	61.09
1997	130.56	88.44	42.12	67.98	62.58
1998	133.48	89.98	43.52	69.45	64.03
1999	136.69	91.91	44.78	71.09	65.60
2000	139.96	93.63	46.13	72.65	67.11
2001	142.86	95.36	47.50	74.23	68.63
2002	146.75	97.06	48.89	75.79	70.17
2003	149.65	99.12	49.91	77.38	71.65
2004	151.09	101.05	50.00	77.62	73.45
2005	153.96	101.55	52.41	77.59	76.36
2006	156.77	..	..	..	..

Source: 1. Population Census Organization
2. Planning Commission, Islamabad

Note: Population Census were conducted in February 1951, January 1961, September 1972, and March 1981 and 1998.

TABLE 12.3

POPULATION BY SEX, URBAN/RURAL AREAS, 1972,1981 AND 1998 CENSUS

Region/ Province	Population*									(In thousands)
	Total			Urban			Rural			Density (Per sq. km)
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	
1972 CENSUS										
PAKISTAN	65,310	34,833	30,476	16,594	9,027	7,567	48,716	25,806	22,909	82
Islamabad	235	130	105	77	46	31	158	84	74	259
Punjab	37,610	20,210	17,400	9,183	4,977	4,206	28,428	15,234	13,194	183
Sind	14,156	7,574	6,582	5,726	3,131	2,595	8,430	4,443	3,987	100
NWFP	8,389	4,363	4,026	1,196	647	549	7,193	3,716	3,477	113
Baluchistan	2,429	1,290	1,139	399	218	181	2,029	1,071	958	7
FATA	2,491	1,266	1,225	13	8	5	2,478	1,258	1,220	92
1981 CENSUS										
PAKISTAN	84,253	44,232	40,021	23,841	12,767	11,074	60,412	31,465	28,947	106
Islamabad	340	185	155	204	113	91	136	72	64	376
Punjab	47,292	24,860	22,432	13,052	6,952	6,100	34,241	17,909	16,332	230
Sind	19,029	9,999	9,030	8,243	4,433	3,810	10,786	5,566	5,220	135
NWFP	11,061	5,761	5,300	1,665	898	767	9,396	4,863	4,533	148
Baluchistan	4,332	2,284	2,048	677	371	306	3,655	1,913	1,742	13
FATA	2,199	1,143	1,056	..	..	..	2,199	1,143	1,056	81
1998 CENSUS										
PAKISTAN*	132,352	68,874	63,478	43,036	22,752	20,284	89,316	46,122	43,194	166
Islamabad	805	434	371	529	291	238	276	143	133	889
Punjab	73,621	38,094	35,527	23,019	12,071	10,948	50,602	26,023	24,579	359
Sind	30,440	16,098	14,342	14,840	7,905	6,935	15,600	8,193	7,407	216
NWFP	17,744	9,089	8,655	2,994	1,589	1,405	14,750	7,500	7,250	238
Baluchistan*	6,566	3,506	3,056	1,569	849	719	4,997	2,657	2,340	19
FATA*	3,176	1,652	1,524	85	46	39	3,091	1,606	1,485	117

* This population does not include the population of AJK and Northern Areas.

Source: Population Census Organization.

* The figures are provisional

1998 - Census Report of Pakistan.

** Total may not tally due to rounding of figures.

TABLE 12.4

POPULATION BY AGE, SEX URBAN/RURAL AREAS 1981 AND 1998 CENSUS

(In thousands)

Age (in years)	Total			Rural			Urban		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
<u>1981 Census</u>									
All ages	84,253	44,232	40,021	23,841	12,767	11,074	60,412	31,465	28,947
0- 4	12,911	6,365	6,546	3,579	1,813	1,766	9,332	4,552	4,780
5- 9	13,494	6,992	6,502	3,552	1,839	1,713	9,942	5,153	4,789
10-14	11,092	6,012	5,080	3,119	1,653	1,466	7,973	4,359	3,614
15-19	7,971	4,304	3,667	2,540	1,365	1,175	5,491	2,939	2,492
20-24	6,395	3,356	3,039	2,108	1,159	950	4,287	2,198	2,089
25-29	5,626	2,968	2,658	1,719	943	776	3,907	2,025	1,882
30-34	4,741	2,451	2,290	1,391	757	634	3,350	1,694	1,656
35-39	4,309	2,177	2,132	1,276	668	608	3,033	1,509	1,524
40-44	3,969	1,989	1,980	1,132	606	526	2,837	1,383	1,454
45-49	3,158	1,653	1,505	882	490	392	2,276	1,163	1,113
50-54	3,045	1,681	1,364	796	459	337	2,249	1,222	1,027
55-59	1,654	882	772	424	242	182	1,230	640	590
60-64	2,276	1,334	942	549	327	222	1,727	1,007	720
65-69	1,013	570	443	232	135	97	781	435	346
70-74	1,193	696	497	261	152	109	932	544	388
75 and above	1,406	802	604	281	160	121	1,125	642	483
<u>1998 Census*</u>									
All ages	129,176	67,222	61,954	86,225	44,516	41,709	42,951	22,705	20,245
0- 4	19,118	9,761	9,357	13,534	6,907	6,627	5,584	2,854	2,730
5- 9	20,215	10,571	9,644	14,211	7,466	6,745	6,004	3,105	2,899
10-14	16,732	8,909	7,822	11,106	5,973	5,132	5,625	2,935	2,690
15-19	13,400	6,909	6,490	8,553	4,396	4,157	4,846	2,513	2,333
20-24	11,588	5,815	5,773	7,402	3,610	3,791	4,186	2,205	1,981
25-29	9,521	4,878	4,643	6,092	3,024	3,067	3,429	1,854	1,575
30-34	8,040	4,232	3,808	5,083	2,604	2,479	2,956	1,628	1,328
35-39	6,166	3,254	2,913	3,846	1,984	1,862	2,320	1,270	1,050
40-44	5,745	2,931	2,814	3,669	1,812	1,848	2,086	1,119	967
45-49	4,563	2,360	2,203	2,995	1,512	1,483	1,568	848	720
50-54	4,148	2,200	1,948	2,776	1,458	1,318	1,372	742	630
55-59	2,777	1,505	1,272	1,868	1,001	867	909	504	405
60-64	2,637	1,418	1,219	1,838	987	851	799	431	368
65-69	1,554	850	704	1,076	585	491	478	265	213
70-74	1,408	778	631	1,022	564	458	386	214	172
75 and above	1,563	849	714	1,162	632	531	400	217	183

*: Figures regarding FATA not included.

Source: Population Census Organization.

TABLE 12.5
 ENUMERATED POPULATION OF PAKISTAN BY PROVINCE, LAND AREA AND PERCENTAGE
 DISTRIBUTION 1951-1998

Province	Area Sq km	Population (In thousand)				
		1951	1961	1972	1981	1998*
PAKISTAN	796,096 (100.00)	33,740 (100.00)	42,880 (100.00)	65,309 (100.00)	84,254 (100.00)	132,352 (100.00)
NWFP	74,521 (9.4)	4,587 (13.6)	5,752 (13.4)	8,392 (12.8)	11,061 (13.10)	17,744 (13.41)
FATA	27,220 (3.4)	1,332 (3.9)	1,847 (4.3)	2,491 (3.8)	2,199 (2.6)	3,176 (2.40)
Punjab	205,345 (25.8)	20,541 (60.8)	25,464 (59.4)	37,607 (57.6)	47,292 (56.1)	73,621 (55.62)
Sind	140,914 (17.7)	6,048 (17.9)	8,367 (19.5)	14,156 (21.7)	19,029 (22.6)	30,440 (23.00)
Baluchistan	347,190 (43.6)	1,167 (3.5)	1,353 (3.2)	2,429 (3.7)	4,332 (5.1)	6,566 (4.96)
Islamabad	906 (0.1)	96 (0.3)	118 (0.3)	238 (0.4)	340 (0.4)	805 (0.61)

Note: Percentage share is given in parentheses.

Source: Population Census Organisation

TABLE 12.6

LITERACY RATIOS OF POPULATION BY SEX, REGION AND URBAN/RURAL AREAS, 1998 AND 1981 CENSUS

Sex	Total			Urban			Rural		
	1998	1981	1981	1998	1981	1981	1998	1981	1981
	15 Years & Above	10 Years & Above	10 Years & Above	15 Years & Above	10 Years & Above	10 Years & Above	15 Years & Above	10 Years & Above	10 Years & Above
PAKISTAN									
Both Sexes	41.5	43.9	26.2	61.0	63.1	47.1	30.8	33.6	17.3
Male	53.4	54.8	35.0	69.1	70.0	55.3	44.4	46.4	26.2
Female	28.5	32.0	16.0	51.6	55.2	37.3	16.7	20.1	7.3
ISLAMABAD									
Both Sexes	70.2	72.4	47.8	75.6	77.2	57.6	58.8	62.5	32.5
Male	79.8	80.6	59.1	82.6	83.2	65.8	73.6	75.1	48.1
Female	58.3	62.4	33.5	66.6	69.7	46.8	42.7	48.8	14.7
PUNJAB									
Both Sexes	43.8	46.6	27.4	62.4	64.5	46.7	34.9	38.0	20.0
Male	55.6	57.2	36.8	70.2	70.9	55.2	48.3	50.4	29.6
Female	31.2	35.1	16.8	53.5	57.2	36.7	20.9	24.8	9.4
SIND									
Both Sexes	43.6	45.3	31.5	61.9	63.7	50.8	24.0	25.7	15.6
Male	53.8	54.5	39.7	68.9	69.8	57.8	36.9	37.9	24.5
Female	32.0	34.8	21.6	53.6	56.7	42.2	9.9	12.2	5.2
NWFP									
Both Sexes	32.1	35.4	16.7	51.4	54.3	35.8	27.7	31.3	13.2
Male	48.7	51.4	25.9	65.9	67.5	47.0	44.6	47.7	21.7
Female	15.1	18.8	6.5	34.5	39.1	21.9	11.2	14.7	3.8
BALUCHISTAN									
Both Sexes	30.7	24.8	10.3	43.9	46.9	32.2	16.1	17.5	6.2
Male	33.3	34.0	15.2	56.4	58.1	42.4	25.0	25.8	9.8
Female	11.8	14.1	4.3	28.6	33.1	18.5	6.4	7.9	1.7
FATA*									
Both Sexes	..	17.4	6.4	..	39.3	..	..	16.8	6.4
Male	..	29.5	10.9	..	59.7	..	..	28.6	10.9
Female	..	3.0	0.8	..	12.0	..	..	2.8	0.8

FATA: Federally Administered Tribal Areas.

Source: Population Census Organisation

.. Not available.

TABLE 12.7

Province-wise Population, Land Area and Percent Distribution 1951, 1981, 1998 and 2006

Province	Area Sq. Kms	(Population in Thousand)					
		Year 1951	Year 1981	Year 1998	Year (2003)	Year 2005	Year 2006
A PAKISTAN	796,096 100.00	33,816 100.00	84,254 100.00	132,352 100.00	149,030 100.00	153,960 (E) 100.00	156,77 (E) 100.00
i) PUNJAB	205,344 25.80	20,557 60.80	47,292 56.10	73,621 55.63	82,710 55.50	85650(E) 55.63	86,255 55.00
ii) SINDH	140,914 17.70	6,054 17.90	19,029 22.60	30,440 23.00	34,240 22.97	35410(E) 23.00	35,864 23.00
iii) NWFP	74,521 9.10	4,587 13.60	11,061 13.10	17,744 13.41	20,170 13.54	20640 (E) 13.41	21,392 13.60
iv) BALUCHISTAN	347,190 43.60	1,187 3.50	4,332 5.10	6,566 4.96	7,450 5.00	7630 (E) 4.96	8,004 5.10
v) FATA	27,220 3.40	1,337 3.90	2,199 2.60	3,176 2.40	3,420 2.30	3690 (E) 2.40	3,621 2.30
vi) Islamabad	906 0.10	94 0.30	340 0.40	805 0.61	1,040 0.70	940 (E) 0.61	1,124 0.71

Source: 1) Population Census Organization
2) Planning and Development division

TABLE 12.8
 PERCENTAGE DISTRIBUTION OF POPULATION OF 10 YEARS AND ABOVE AND CIVILIAN LABOUR FORCE BY SEX
 AND NATURE OF ACTIVITY: 2005-06

(Percent Share)

	Civilian Labour Force												Not in Civilian Labour Force		
	Population			Civilian Labour Force Total			Employed			Unemployed					
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
PAKISTAN	100.00	51.06	48.94	46.01	36.74	9.27	43.16	34.75	8.41	2.85	1.99	0.86	53.99	14.31	39.68
Rural	100.00	50.60	49.40	48.92	37.36	11.56	46.30	35.64	10.66	2.62	1.73	0.89	51.08	13.24	37.84
Urban	100.00	51.89	48.11	40.73	35.62	5.10	37.45	33.15	4.30	3.28	2.48	0.80	59.27	16.26	43.01
BALUCHISTAN	100.00	55.36	44.64	45.21	39.57	5.64	43.78	38.51	5.27	1.42	1.05	0.37	54.79	15.79	39.01
Rural	100.00	55.23	44.77	47.88	41.10	6.79	46.69	40.22	6.47	1.19	0.87	0.32	52.12	14.13	37.98
Urban	100.00	55.75	44.25	37.01	34.90	2.11	34.88	33.28	1.60	2.13	1.62	0.51	62.99	20.85	42.14
NWFP	100.00	48.53	51.47	39.73	33.02	6.71	35.04	30.31	4.73	4.70	2.71	1.98	60.27	15.51	44.76
Rural	100.00	48.19	51.81	40.17	33.00	7.17	35.52	30.42	5.10	4.65	2.58	2.07	59.83	15.19	44.64
Urban	100.00	50.24	49.67	37.52	33.11	4.41	32.62	29.73	2.86	4.92	3.37	1.55	62.48	17.13	42.35
PUNJAB	100.00	50.39	49.61	48.94	36.59	12.36	46.00	34.49	11.50	2.95	2.09	0.86	51.06	13.81	37.25
Rural	100.00	49.91	50.09	52.20	37.04	15.15	49.68	35.30	14.38	2.52	1.75	0.77	47.80	12.86	34.94
Urban	100.00	51.35	48.65	42.51	35.68	6.83	38.71	32.89	5.81	3.80	2.78	1.02	57.49	15.67	41.82
SINDH	100.00	53.18	46.82	42.91	38.64	4.27	41.03	37.12	3.92	1.88	1.53	0.35	57.09	14.54	42.55
Rural	100.00	53.79	46.21	47.22	41.50	5.71	45.83	40.42	5.41	1.39	1.08	0.31	52.78	12.29	40.49
Urban	100.00	52.63	47.37	39.00	36.05	2.95	36.68	34.11	2.56	2.32	1.93	0.39	61.00	16.18	44.42

Source: Labour Force Survey 2005-06

TABLE 12.9

LABOUR FORCE AND EMPLOYMENT

Mid Year	(Million)										
	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Population	127.51	130.56	133.61	136.64	139.76	142.86	145.96	149.03	151.09	153.96	156.77
Rural	86.69	88.44	90.17	91.88	93.63	95.36	97.07	99.12	100.29	101.55	102.75
Urban	40.82	42.12	43.44	44.76	46.13	47.50	48.89	49.91	50.80	52.41	54.02
Working Age Population	84.87	86.91	88.92	90.95	94.59	96.69	99.70	101.80	105.04	115.52	109.76
Rural	56.20	57.34	58.43	59.44	61.43	62.38	65.08	66.45	67.46	75.41	70.79
Urban	28.67	29.57	30.49	31.51	33.16	34.31	34.62	35.35	37.58	40.11	38.97
Labour Force	35.01	37.45	39.26	40.15	40.49	41.38	43.21	44.12	45.95	46.82	50.50
Rural	24.24	25.98	27.53	28.00	28.49	29.12	29.40	30.01	31.20	31.79	34.63
Urban	10.77	11.77	11.33	12.15	12.00	12.26	13.81	14.11	14.75	15.03	15.87
Employed Labour Force	33.13	35.16	36.94	37.78	37.32	38.14	39.64	40.47	42.42	43.22	47.37
Rural	23.08	24.51	26.16	26.61	26.51	27.10	27.18	27.74	29.11	29.65	32.78
Urban	10.05	10.65	10.78	11.17	10.81	11.04	12.46	12.73	13.31	13.57	14.59
Unemployed Labour Force	1.88	2.29	2.32	2.37	3.17	3.24	3.57	6.65	3.53	3.60	3.13
Rural	1.16	1.47	1.37	1.39	1.98	2.02	2.22	2.27	2.09	2.14	1.85
Urban	0.72	0.82	0.95	0.98	1.19	1.22	1.35	1.38	1.44	1.46	1.28
Unemployment Rate (%)	5.37	6.12	5.89	5.89	7.82	7.82	8.27	8.27	7.69	7.69	6.20
Rural	4.80	5.65	4.98	4.98	6.94	6.94	7.55	7.55	6.74	6.74	5.35
Urban	6.90	7.17	7.95	7.95	9.92	9.92	9.80	9.80	9.70	9.70	8.04
Labour Force Partici- pation Rates (%)	27.46	28.69	29.38	29.38	28.97	28.97	29.61	29.61	30.41	30.41	32.22
Rural	28.00	29.42	30.58	30.58	29.82	29.82	29.85	29.85	31.02	31.02	33.23
Urban	26.12	27.15	26.98	26.98	27.14	27.14	29.10	29.10	29.20	29.20	30.20

Source : Labour Force Surveys By Federal Bureau of Statistics
ii) Planning and Development Division.

TABLE 12.10

POPULATION AND LABOUR FORCE

												(Million)
Mid Year (End June)	Popula- tion	Crude Activity Rate(%)	Labour Force	Unemp- loyment	Employed Labour Force	Agricul- ture	Mining & Manu- facturing	Construc- tion	Electri- city & Gas Distri- bution	Trans- port	Trade	Others
1990	109.71	28.83	31.63	0.98	30.65	15.68	3.93	1.96	0.18	1.50	3.65	3.75
1991	112.61	27.97	31.50	1.98	29.52	14.01	3.66	1.95	0.24	1.55	3.90	4.21
1992	115.54	28.11	32.48	1.90	30.58	14.76	3.83	1.93	0.24	1.69	4.01	4.12
1993	118.50	27.86	33.01	1.56	31.45	14.95	3.46	2.18	0.26	1.74	4.19	4.67
1994	121.48	27.88	33.87	1.64	32.23	16.12	3.26	2.10	0.28	1.60	4.12	4.75
1995	124.49	27.46	34.18	1.83	32.35	15.14	3.40	2.33	0.26	1.64	4.69	4.89
1996	127.51	27.46	35.01	1.88	33.13	15.50	3.48	2.39	0.27	1.68	4.80	5.01
1997	130.56	28.69	37.45	2.29	35.16	15.52	3.93	2.37	0.35	2.01	5.14	5.84
1998	133.61	29.38	39.26	2.32	36.94	17.46	3.75	2.32	0.25	2.02	5.13	6.01
1999	136.64	29.38	40.15	2.37	37.78	17.85	3.84	2.37	0.26	2.07	5.24	6.15
2000	139.76	28.97	40.49	3.17	37.32	18.07	4.31	2.16	0.26	1.88	5.04	5.60
2001	142.86	28.97	41.38	3.24	38.14	18.47	4.40	2.21	0.26	1.92	5.15	5.73
2002	145.96	28.97	43.21	3.57	39.64	16.68	5.51	2.40	0.32	2.34	5.89	6.50
2003	149.03	28.97	44.12	3.65	40.47	17.03	5.63	2.45	0.33	2.39	6.01	6.63
2004	151.09	30.41	45.95	3.53	42.24	18.26	5.85	2.47	0.28	2.43	6.28	6.85
2005	153.96	30.41	46.82	3.60	43.22	18.60	5.96	2.52	0.29	2.48	6.39	6.98
2006*	156.77	32.22	50.50	3.13	47.37	20.54	6.60	2.91	0.31	2.72	6.95	7.34

Source: (i) Federal Bureau of Statistics
(ii) Planning and Development Division

* : Absolute figures refer to 1st July 2000,2002,2004 & 2006 for which LFS were conducted

TABLE 12.11

DISTRIBUTION OF EMPLOYED PERSONS OF 10 YEARS AGE AND ABOVE BY MAJOR INDUSTRIES

(Percentage)

Years	Agriculture	Mining & Manufacturing	Construction	Electricity & Gas Distribution	Transport	Trade	Others
1990	51.15	12.84	6.38	0.59	4.89	11.93	12.22
1991	47.45	12.38	6.62	0.83	5.24	13.24	14.22
1992	48.27	12.53	6.33	0.79	5.51	13.10	13.48
1993	47.55	11.00	6.93	0.84	5.52	13.32	14.84
1994	50.04	10.12	6.50	0.87	4.95	12.78	14.75
1995	46.79	10.50	7.21	0.82	5.07	14.50	15.12
1996	46.79	10.50	7.21	0.82	5.07	14.50	15.12
1997	44.15	11.20	6.75	0.98	5.71	14.62	16.60
1998	47.25	10.15	6.26	0.70	5.48	13.87	16.28
1999	47.25	10.15	6.26	0.70	5.48	13.87	16.28
2000	48.42	11.55	5.78	0.70	5.03	13.50	15.02
2001	48.42	11.55	5.78	0.70	5.03	13.50	15.02
2002	42.09	13.91	6.05	0.81	5.90	14.85	16.39
2003	42.09	13.91	6.05	0.81	5.90	14.85	16.39
2004	43.05	13.80	5.83	0.67	5.73	14.80	16.12
2005	43.05	13.80	5.83	0.67	5.73	14.80	16.12
2006	43.37	13.93	6.13	0.66	5.74	14.67	15.49
2007	43.37	13.93	6.13	0.66	5.74	14.67	15.49

P: Provisional

Source: Federal Bureau of Statistics

TABLE 12.12

PERCENTAGE DISTRIBUTION OF EMPLOYED PERSONS OF 10 YEARS AGE AND ABOVE BY MAJOR INDUSTRY 2005-2006

Major Industry Division	(Percentage)														
	PAKISTAN			BALUCHISTAN			NWFP			PUNJAB			SIND		
	Total	Rural	Urban	Total	Rural	Urban	Total	Rural	Urban	Total	Rural	Urban	Total	Rural	Urban
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
1) Agriculture Forestry, Hunting and Fishing	43.37	59.87	6.32	59.33	71.30	10.27	44.29	51.11	6.84	44.35	58.99	7.17	37.27	66.09	4.59
2) Mining and Quarrying	0.09	0.12	0.02	0.23	0.15	0.53	0.30	0.34	0.06	0.08	0.10	0.01	-	-	-
3) Manufacturing	13.84	9.00	24.71	1.75	0.66	6.21	8.05	6.91	14.32	15.40	11.27	25.90	14.97	5.22	26.02
4) Electricity, Gas and Water	0.66	0.39	1.25	0.61	0.24	2.15	0.57	0.41	1.45	0.51	0.37	0.85	1.97	0.50	1.76
5) Construction	6.13	6.23	5.91	5.08	4.64	6.91	10.44	10.97	7.50	5.55	5.64	5.33	5.81	5.22	6.49
6) Wholesale, Retail Trade, Restaurant and Hotels	14.67	9.30	26.71	12.91	8.64	30.45	11.94	9.60	24.82	14.08	9.23	26.38	17.81	9.53	27.21
7) Transport, Storage and Communication	5.74	4.64	8.22	6.21	5.16	10.53	7.99	7.22	12.23	5.30	4.21	8.08	5.73	4.05	7.63
8) Financing, Insurance, Real Estate and Business Services	1.10	0.35	2.79	0.44	0.18	1.54	0.72	0.35	2.78	0.98	0.39	2.46	1.74	0.27	3.40
9) Community, Social and Personal Services	14.35	10.06	24.00	13.42	9.03	31.40	15.66	13.07	29.89	13.72	9.77	23.78	15.54	9.11	22.82
10) Activities Not Adequately Defined	0.04	0.03	0.06	0.01	0.01	0.02	0.03	0.02	0.09	0.04	0.04	0.05	0.05	0.02	0.09

.. not available

Source : Labour Force Survey, 2003-2004, Federal Bureau of Statistics

TABLE 12.13

AGE SPECIFIC LABOUR FORCE PARTICIPATION RATE

(%)

Age Group	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98	1998-99	1999-00	2000-01	2001-02	2003-04*	2004-05*	2005-06
10 years & over													
Both Sexes	42.35	42.01	41.25	41.25	43.01	43.34	43.34	42.80	43.34	43.34	43.74	43.74	46.01
Male	69.24	69.07	69.10	69.10	70.01	70.48	70.48	70.39	70.32	70.32	70.61	70.61	71.97
Female	13.15	13.32	11.39	11.39	13.63	13.92	13.92	13.72	14.44	14.44	15.93	15.93	18.93
10-14													
Male	18.02	16.76	16.55	16.54	17.19	17.95	17.95	18.32	17.18	17.18	18.45	18.45	20.68
Female	7.77	6.94	5.70	5.70	7.61	7.40	7.40	2.79	6.28	6.28	6.69	6.69	9.21
15-19													
Male	53.13	52.29	51.13	51.13	52.89	52.43	52.43	58.26	57.56	57.56	59.00	59.00	60.87
Female	12.46	12.06	9.64	9.64	13.06	13.51	13.51	7.19	13.78	13.78	14.51	14.51	16.91
20-24													
Male	83.91	84.91	85.46	85.46	85.05	84.86	84.86	85.24	87.03	87.03	85.70	85.70	87.63
Female	13.47	14.02	11.71	11.71	15.08	15.16	15.16	14.14	15.94	15.94	18.03	18.03	20.67
25-34													
Male	97.05	97.55	97.22	97.22	97.21	96.96	96.96	96.41	96.57	96.57	96.27	96.27	97.03
Female	14.54	15.67	12.85	12.85	13.79	14.80	14.80	18.80	16.07	16.07	18.31	18.31	21.62
35-44													
Male	98.27	98.23	97.89	97.89	98.46	97.80	97.80	97.51	97.49	97.49	97.36	97.36	97.57
Female	16.43	17.11	15.66	15.66	16.61	17.29	17.29	21.70	19.90	19.90	21.64	21.64	25.07
45-54													
Male	95.84	96.00	97.07	97.07	96.54	96.23	96.23	95.90	95.55	95.55	95.63	95.63	96.37
Female	16.81	17.50	14.75	14.75	17.51	17.15	17.15	21.27	19.39	19.39	20.95	20.95	24.78
55-59													
Male	90.12	91.84	91.50	91.50	90.13	90.63	90.63	90.61	88.19	88.19	89.68	89.68	90.62
Female	16.62	15.09	15.23	15.23	19.60	15.84	15.84	17.76	14.50	14.50	18.57	18.57	22.84
60+													
Male	60.71	62.02	62.65	62.65	63.41	63.65	63.65	60.68	56.63	56.63	58.37	58.37	59.38
Female	9.79	10.01	9.26	9.26	12.34	13.60	13.60	13.04	11.36	11.36	12.90	12.90	14.69

Source: Labour Force Survey. Federal Bureau of Statistics

* : For the years 2002-03 and 2004-05 Labour Force Survey was not conducted

TABLE 12.14

DAILY WAGES OF CONSTRUCTION WORKERS IN DIFFERENT CITIES*

														(In Pak Rupees)	
Category of workers and cities	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	
Carpenter															
Islamabad	150.00	150.00	175.00	190.00	200.00	200.00	225.00	218.75	225.00	225.00	250.00	325.00	400.00	450.00	
Karachi	164.81	178.94	205.00	219.62	231.15	250.00	285.57	292.30	291.34	298.08	301.92	337.00	365.00	402.00	
Lahore	150.00	151.42	185.00	195.71	217.50	226.42	262.50	262.50	262.50	262.50	262.50	277.00	338.00	361.00	
Peshawar	115.00	135.00	135.00	150.00	175.00	200.00	200.00	200.00	225.00	225.00	225.00	250.00	275.00	300.00	
Quetta	170.00	180.00	200.00	215.00	230.00	250.00	250.00	250.00	250.00	250.00	250.00	275.00	275.00	400.00	
Mason (Raj)															
Islamabad	150.00	150.00	175.00	190.00	200.00	200.00	225.00	218.75	225.00	225.00	250.00	325.00	400.00	450.00	
Karachi	161.82	177.78	205.00	234.61	245.19	250.00	285.57	292.30	291.34	298.08	301.92	337.00	365.00	402.00	
Lahore	150.00	151.42	185.00	197.14	217.50	226.42	262.50	262.50	262.50	262.50	262.50	318.00	380.00	461.00	
Peshawar	115.00	135.00	135.00	150.00	175.00	200.00	200.00	200.00	225.00	225.00	225.00	275.00	325.00	325.00	
Quetta	162.50	175.00	188.75	210.00	225.00	250.00	250.00	250.00	250.00	250.00	250.00	275.00	275.00	400.00	
Labourer (Unskilled)															
Islamabad	70.00	77.50	90.00	95.00	100.00	110.00	120.00	120.00	120.00	120.00	130.00	160.00	200.00	250.00	
Karachi	73.40	80.88	101.80	133.20	156.53	160.00	172.11	174.04	176.34	182.11	183.27	150.00	230.00	275.00	
Lahore	85.71	85.71	105.00	108.21	117.14	122.50	145.00	145.00	145.00	145.00	145.00	167.00	200.00	246.00	
Peshawar	50.00	60.00	65.00	70.00	75.00	80.00	80.00	80.00	90.00	90.00	90.00	134.00	150.00	175.00	
Quetta	75.00	77.50	77.50	95.00	95.00	110.00	110.00	100.00	100.00	112.50	111.67	150.00	170.00	250.00	

* Data pertains to month of November each year

Source: Federal Bureau of Statistics