

PAKISTAN EMPLOYMENT TRENDS 2013

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FOREWORD

Pakistan (previously, Federal) Bureau of Statistics (PBS) has been undertaking annual Labour Force Survey (LFS) since 1963 to quantify a range of labour force and related characteristics. This information provides reliable grounds to make a sketch of the evolving contours of employment scenario in the country.

The erstwhile Ministry of Labour and Manpower (MOL & MP) was making use of LFS data to carry out “periodic assessment of employment situation” in the country. In this connection a “Pakistan Employment Trends” report was produced within the ambit of a project initiative. Consequent upon the devolution of the aforementioned ministry, Pakistan Bureau of Statistics (PBS) took initiative to compile the document as a sequel to LFS report.

“Pakistan Employment Trends” attempts to provide empirical prelude towards strategizing for “full, productive employment and decent work for all (vide 1st MDG, target b)”. The document draws up employment trends on the basis of ten (10) key indicators derived mainly from LFS data. The select set of key indicators delineates the configuration of the labour market in Pakistan in order to help chalk up the range of desirable policy options.

Efforts have been made to make this report a comprehensive, informative and useful document for decision-makers, researchers, planners, economists and other beneficiaries at large. Suggestions are, however, welcome for its further improvement.

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CONCEPT AND DEFINITIONS

1. **Level of education** is categorized as follows:
 - i) *Below Matric* comprises less than ten years of schooling.
 - ii) *Matric but less than intermediate* encompasses ten to eleven years of education.
 - iii) *Intermediate but less than Degree* entails twelve to thirteen years of education.
 - iv) *Degree & above* comprises fourteen or more years of education.
2. **Currently Active Population** or labour force comprises all persons 15 years of age and above who fulfill the requirements for including among employed or unemployed during the reference period i.e. one week preceding the date of interview.
3. **Refined activity rate or participation rate** is the currently active population expressed as a percentage of the population 15 years of age and above. This rate enables international comparison by factoring in the effect of age composition.
4. **Employment** comprises all persons 15 years of age and above who worked at least one hour during the reference period and were either “paid employed” or “self employed”. Persons employed on permanent/regular footings have not worked for any reason during the reference period are also treated as employed, regardless of the duration of the absence or whether workers continued to receive a salary during the absence. The LFS survey obtains information on the duration of absence as well as on other formal job attachment characteristics of workers in paid and self employment.
5. **Occupation** means the type of work done during the reference period by the persons employed (or the kind of work done previously if unemployed), irrespective of the industry or the status in employment of the person. It provides description of a person’s job. Occupation is classified according to Pakistan Standard Classification of Occupations (PSCO)-2011 based on the International Standard Classification of Occupations, ISCO-2008.
6. **Industry** means the activity of the firm, office, establishment or department in which a person is employed or the kind of business, which he/she operates. The activity is defined in terms of the kind of goods produced or services supplied by the unit in which the person works. Industry is classified according to Pakistan Standard Industrial Classification (PSIC) used for national accounts developed in 2010 (Rev-4) on the basis of the International Standard Industrial Classification (ISIC) Rev-4 released by United Nations in 2008.
7. **Self-employment job** is a job where the remuneration is directly dependent upon the profits, or the potential profits, derived from the goods and services produced.
8. **Status in Employment** refers to the type of explicit or implicit contract of employment of the person with other persons or organization. Status of an economically active individual with respect to his employment i.e. whether he/she is an employer, own account worker, employee or unpaid family worker is defined as:
 - i) **Employee** is a person who works for a public or private employer and receives remuneration in wages, salary, commission, tips, piece rates or pay in kind. Employees are divided into
 - Regular paid employees with fixed wage
 - Casual paid employee
 - Paid worker by piece rate or work performed
 - Paid non-family apprentice

- ii) **Employer** is a person working during the reference period, on own-account or with one or a few partners at a “self-employment job” with one or more employees engaged on a continuous basis.
- iii) **Own account worker** is a person working during the reference period, on own account or with one or more partners at a “self-employment job”, without any employee engaged on a continuous basis; but, possibly, with one or more contributing family workers or employees engaged on an occasional basis. It includes owner cultivator, share cropper and contract cultivator.
- iv) **Contributing Family worker** is a person who works without pay in cash or in kind on an enterprise operated by a member of his/her household or other related persons.
- v) **Other** includes member of a producer’s cooperative, etc.

9. **Informal Sector** in Pakistan is formulated in terms of household enterprise and size of employment. For statistical purpose, the provenance of employment in informal sector is given as follows:

- All household enterprises owned and operated by own-account workers, irrespective of the size of the enterprise (informal own-account enterprises),
- Enterprises owned and operated by employers with less than 10 persons engaged. It includes the owner (s) of the enterprise, the contributing family workers, the employees, whether employed on an occasional or a continuous basis, or as an apprentice, and
- Excluded are all enterprises engaged in agricultural activities or wholly engaged in non-market production.

10. **Unemployment** in Pakistan comprises all persons 15 years of age and above who during the reference period were:

- i) **“Without work”** i.e. were not in paid-employment or self-employment; and
- ii) **“Currently available for work”** i.e. were available for paid employment or self-employment: or
- iii) **Not currently available** for the following reasons: illness, will take a job within a month, is temporarily laid off, is an apprentice and is not willing to work: or
- iv) **Seeking work** during last week.

11. **Unemployment rate** is the unemployed population expressed as a percentage of the currently active population.

12. **Vulnerability** is measured as the proportion of own-account workers and contributing family workers, in total employment.

13. **Employment to population ratio** is measured as the proportion of employed workers in the population of aged 15 years and above.

1. Employment Trends-An Overview

1.1 Table-1 below charts out the time series of the last nine (9) years (2001-02 to 2012-13) on the main variables characterizing the labour force viz labour force participation rate, unemployment rate, shares in employment by industry, employment status etc. A sort of descriptive comment follows the tabulated data.

Table 1: Selected key indicators of the labour market-Pakistan (%)

Indicators	2001-02	2003-04	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13
Labour force participation rate									
Both sex	50.5	50.7	53.0	52.5	52.5	53.1	53.5	53.4	53.1
Male	82.7	82.7	84.0	83.1	82.4	82.0	81.7	81.9	81.1
Female	16.2	18.0	21.1	21.3	21.8	23.1	24.1	24.4	24.3
Employment-to-population ratio									
Both sex	46.5	47.0	49.7	49.8	49.9	50.3	50.7	50.4	49.9
Male	77.6	77.6	79.6	79.6	79.1	78.5	78.3	78.0	77.0
Female	13.6	15.6	19.0	19.4	19.9	21.0	21.9	22.2	22.1
Unemployment rate									
Both sex	7.8	7.4	6.1	5.1	5.0	5.2	5.3	5.7	6.0
Male	6.2	6.2	5.2	4.2	4.0	4.2	4.1	4.8	5.1
Female	16.4	12.9	9.6	8.6	8.7	9.0	9.2	9.0	9.1
Share of industry in total EMP									
Both sexes	21.0	20.6	21.2	21.4	20.6	21.0	21.4	21.8	22.8
Male	22.0	21.7	22.7	23.5	22.7	23.1	24.1	24.6	26.2
Female	14.8	14.9	15.1	12.6	12.2	12.7	11.6	11.5	11.3
Share of agriculture in total EMP									
Both sexes	41.1	41.8	41.6	42.0	42.8	43.3	43.4	43.5	42.2
Male	37.2	37.0	35.6	35.0	35.2	35.7	35.2	34.9	33.1
Female	64.5	66.6	67.7	71.4	73.8	72.7	73.9	74.2	74.9
Share of services in total EMP									
Both sexes	38.0	37.6	37.1	36.6	36.6	35.7	35.2	34.7	35.0
Male	40.8	41.3	41.8	41.5	42.2	41.2	40.7	40.5	40.7
Female	20.7	18.4	17.3	16.0	13.9	14.6	14.5	14.2	13.8
Share of wage and salaried workers in total EMP									
Both sexes	40.4	38.5	38.4	38.3	37.1	36.8	36.5	36.9	39.7
Male	40.9	39.8	41.2	41.5	40.6	40.5	40.7	41.2	43.8
Female	37.1	31.5	26.6	25.1	22.9	22.6	20.8	21.6	24.9
Share of own account workers in total EMP									
Both sexes	39.9	38.6	36.8	36.0	35.9	34.8	35.6	36.3	34.9
Male	43.7	42.9	41.5	41.1	41.2	40.1	41.3	41.8	40.1
Female	16.5	17.0	16.2	14.3	13.9	14.0	14.5	16.6	15.9
Share of EMP in the informal economy									
Both sexes	63.8	69.4	72.3	71.5	72.4	73.0	72.9	73.5	73.3
Male	64.1	69.9	72.2	71.6	72.4	73.1	73.0	73.9	73.6
Female	60.8	64.5	73.1	69.9	71.7	71.6	72.7	70.6	70.9
Share of EMP working 50 hours or more									
Both sexes	40.7	42.7	41.0	40.0	39.3	38.0	39.5	38.5	36.3
Male	45.2	48.9	48.3	47.8	47.0	46.3	48.0	46.9	44.4
Female	13.4	11.6	9.4	7.7	7.6	6.0	7.8	8.4	7.3
Share of EMP in agriculture working 50 hours or more*									
Both sexes	38.2	38.3	33.0	29.3	28.5	26.6	28.7	28.6	24.3
Male	45.0	47.8	44.0	40.4	40.0	38.5	41.3	41.0	36.0
Female	14.3	11.3	8.3	6.4	6.1	4.0	6.4	7.7	5.9
Share of EMP in trade working 50 hours or more*									
Both sexes	62.8	69.4	68.4	70.3	69.5	68.8	70.1	67.7	67.1
Male	63.5	70.3	69.3	71.5	70.5	69.5	71.1	68.4	67.8
Female	26.0	22.2	38.8	30.0	32.6	32.9	35.7	35.3	38.2

Source: PBS, various years, *Pakistan Labour Force Survey*; * Share has been calculated from respective sector

1.2 **Labour Force Participation Rate** increases from 50.5% at the beginning of the series to 53.0% in 2005-06 and hovers around the same level till the end of the period (53.1% in 2012-13). Likewise *Participation rates of males* remains in the close vicinity of 83% during the period with spike in 2005-06 (84%). *Females participation Rates* curve up

consistently from fifth (16.2%) of males participation rates in 2001-02 to about third (24.3%) thereof in 2012-13.

1.3 **Employment to Population ratio** goes up from 46.5% in 2001-02 to 49.7% in 2005-06 and remains in the proximity of 50% during the rest of the period. The size of the ratio for males at the start (77.6% in 2001-02) is proximate to that at the end (77.0% in 2012-13) of the period with peak in 2005-06 (79.6%). Ratio of females start (13.6% in 2001-02) about one sixth of the ratio of males to fare at one fourth thereof at the end (22.1% in 2012-13).

1.4 **Unemployment rate** starts a fastly declining curve from 7.8% in 2001-02 to 5.1% in 2006-07 and curves up gradually to fare at 6.0% in 2012-13. Males and females unemployment rates make the similar pattern, however the latters are higher than formers. Nevertheless, the distance between males and females unemployment rates seem to be shrinking during the period.

1.5 **Share of industry in total employment** sets out at 21.0% in 2001-02, move ahead in fits and starts and ends up at higher level (22.8%) in 2012-13. Share of males rises from 22.0% to 26.2% while share of females declines from 14.8% to 11.3% during the period under consideration.

1.6 **Share of agriculture in total employment** charts a mildly increasing trajectory from 41.1% in 2001-02 to peak at 43.5% in 2010-11 and end up at lower level (42.2%) in 2012-13. Males share fares higher at the start (37.2% in 2001-02) and ends up lower (33.1%) at the end (2012-13). Females shares, faring about two times higher than males shares, make a rising series from 64.5% in 2001-02 to 74.9% in 2012-13.

1.7 **Share of services in total employment** make a declining series from 38.0% in 2001-02 to 35.0% in 2012-13. Shares of males fare proximately in 2001-02 (40.8%) and 2012-13 (40.7%) and mildly rises in between with peak (42.2%) in 2007-08. The corresponding shares of females betoken a declining curve between 2001-02 (20.7%) and 2012-13 (13.8%).

1.8 **Share of wage and salaried workers in total employment** also bespeak of decline from 40.4% in 2001-02 to 36.5% in 2009-10 and upturns thereafter to end up 39.7% in 2012-13. The corresponding shares by males and females make similar patterns with slight variations.

1.9 **Share of own-account workers in total employment** make a declining series, with fits and starts, between 2001-02 (39.9%) and 2012-13 (34.9%). Similar pattern obtains in the case of males and females shares with formers faring at more than twice of the latters.

1.10 **Share of employment in informal sector** rises from 63.8% in 2001-02 to 73.3% in 2012-13. The corresponding shares by males (64.1%, 73.6%) and females (60.8%, 70.9%) bound the similar trajectories during the period.

1.11 **Share of employment working fifty (50) or more hours** declines from 40.7% in 2001-02 to 36.3% in 2012-13 during the period, though, with inconsistent curvature. Share by males and females point up similar pattern however, the latter's curvature is more consistent relatively. Further, females shares size up at about one-fourth of the corresponding shares of males.

1.12 **Share of employment in agriculture working fifty (50) or more hours** make a sort of declining series between 2001-02 (38.2%) and 2012-13 (24.3%). The corresponding shares by males (45.0%, 36.0%) and females (14.3%, 5.9%) make the ending points of the similar curves.

1.13 *Share of employment in trade working fifty (50) or more hours* rises from 62.8% in 2001-02 to 70.3% 2006-07 and sets on a sort of decline thereafter to end up at 67.1% in 2012-13. Shares by males and females form the similar patterns with slight variations. Males share fare at twice of the corresponding shares of females.

1.14 *Provincial profile* of the aforementioned categorizations is also tabulated hereunder to provide the calculus of national estimates.

Table 2: Selected key indicators of the labour market-Provinces (%)

Provinces	2010-11				2012-13			
	Punjab	Sindh	KPK	Baloch-istan	Punjab	Sindh	KPK	Baloch-istan
Labour force participation rate								
Both sex	55.7	52.8	45.9	50.9	55.4	52.9	44.4	51.7
Male	81.1	83.7	77.1	85.7	81.4	83.0	74.5	85.6
Female	29.8	17.6	17.2	9.8	29.6	18.2	16.5	11.3
Employment-to-population ratio								
Both sex	52.6	50.0	42.2	49.5	52.0	50.3	40.6	49.7
Male	78.0	79.7	72.5	83.6	77.2	79.4	69.5	82.5
Female	27.4	16.4	14.4	9.0	27.1	16.7	13.8	10.5
Unemployment rate								
Both sex	5.7	5.2	8.0	2.9	6.1	5.0	8.5	4.0
Male	4.7	4.8	5.9	2.5	5.2	4.4	6.7	3.6
Female	8.3	7.2	16.5	7.9	8.3	8.2	16.3	7.0
Share of industry in total employment								
Both sexes	23.0	19.1	24.7	11.7	23.9	22.2	22.8	14.3
Male	26.6	21.6	27.1	11.9	28.3	24.5	25.8	13.0
Female	12.8	5.4	13.3	10.1	11.5	9.9	8.8	26.8
Share of agriculture in total employment								
Both sexes	44.3	43.1	36.5	53.0	43.5	40.7	35.9	50.4
Male	34.0	36.9	28.9	50.3	32.4	34.1	27.3	48.8
Female	73.5	77.8	72.0	83.1	74.6	77.0	75.9	65.2
Share of services in total employment								
Both sexes	32.7	37.8	38.8	35.3	32.6	37.1	41.3	35.3
Male	39.4	41.5	44.0	37.8	39.3	41.4	46.9	38.2
Female	13.7	16.8	14.7	6.8	13.9	13.1	15.3	8.0
Share of wage and salaried workers in total employment								
Both sexes	35.9	39.0	40.3	29.0	39.2	42.3	40.4	29.0
Male	40.4	42.4	45.9	31.0	43.3	46.4	45.8	3
Female	23.1	20.4	14.3	7.3	27.7	20.0	15.5	9.0
Share of own account workers in total employment								
Both sexes	36.9	32.3	39.4	41.7	35.0	32.7	36.3	42.1
Male	43.4	37.5	42.1	44.7	41.5	36.8	39.7	44.0
Female	18.6	3.4	26.8	9.1	16.5	10.0	20.6	23.9
Share of EMP in the informal sector								
Both sexes	63.5	75.6	77.8	63.3	76.5	65.8	65.3	76.2
Male	64.4	76.7	78.1	63.2	76.8	66.0	64.2	77.5
Female	49.1	62.4	76.1	63.9	74.0	62.2	81.0	58.3
Share of EMP working 50 hours or more								
Both sexes	38.9	44.0	26.6	32.3	37.0	39.4	26.6	34.3
Male	49.5	50.3	32.0	34.5	47.3	45.2	31.7	36.8
Female	9.1	9.1	1.7	8.0	7.7	7.7	3.1	10.4
Share of employment in agriculture working 50 hours or more*								
Both sexes	30.6	29.7	10.4	30.1	26.3	25.0	10.2	25.1
Male	47.4	38.3	15.8	33.5	42.4	33.4	15.1	27.7
Female	8.7	7.4	0.3	8.1	6.7	4.7	1.9	7.3
Share of employment in trade working 50 hours or more*								
Both sexes	66.7	74.3	56.8	51.5	69.9	68.3	54.4	67.7
Male	67.8	74.5	57.0	51.4	71.1	68.5	54.7	67.8
Female	33.9	52.0	41.6	59.0	34.5	52.1	20.5	55.6

Source: PBS, various years, *Pakistan Labour Force Survey*; * Share has been calculated from respective sector

2. Employment-to-Population Ratio

2.1 The employment-to-population ratio provides information on the ability of an economy to create jobs; it is often more insightful than the unemployment rate. The employment-to-population ratio is defined as the proportion of the working population that is employed. The paragraphs follow the table-3 comment on the salient aspects

Table 3: Employment-to-population ratios by sex and age-Pakistan (%)

Pakistan	2001-02	2003-04	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13
15 years & above									
Both sexes	46.5	47.0	49.7	49.8	49.9	50.3	50.7	50.4	50.0
Male	77.6	77.6	79.6	79.6	79.1	78.5	78.3	78.0	77.0
Female	13.6	15.6	19.0	19.4	19.9	21.0	21.9	22.2	22.1
15-24 years									
Both sexes	37.6	38.5	41.9	40.9	40.3	40.6	41.1	39.6	39.0
Male	61.8	62.7	66.1	64.2	62.3	61.4	61.3	59.5	58.2
Female	11.8	13.7	16.8	16.8	17.1	18.3	18.8	18.8	18.4
South Asia (15+)									
		2005	2006	2007	2008	2009	2010	2011	2012
Both sexes		58.2	57.8	57.1	56.4	55.5	54.9	55.0	55.0
Male		79.9	79.8	79.6	79.1	78.5	78.5	78.5	78.5
Female		35.3	34.7	33.5	32.5	31.3	30.2	30.3	30.4
East Asia (15+)									
Both sexes		71.4	71.3	71.3	70.6	70.3	70.3	70.1	69.9
Male		76.9	76.8	76.8	76.1	75.8	75.8	75.6	75.5
Female		65.7	65.6	65.6	64.8	64.5	64.6	64.3	64.1

Source: PBS, various years, *Pakistan Labour Force Survey and ILO Global Employment Trends 2013*

2.2 **Employment to population ratio** tends to increase from 46.5% in 2001-02 to 50.7% in 2009-10 and decelerates thereafter to end up 50.0% in 2012-13. By gender, similar pattern obtains for males while a sort of steady rise is betokened in the case of females. However, employment to population ratio of males fares at more than three to more than five time of that females which is at variance with the cause of gender equity. Gulf is closing with the passage of time.

2.3 **Youth (15-24 years) employment to population ratio** seems to rising modestly with fits and starts. From 37.6% at beginning of the period (2001-02) it rises to the level 41.9% in 2005-06 and levels down to 39.0% at the end (2012-13) of the period. Similar curvature is made in the case of males and female though latter's is more consistent. Again, figures for females range from one-third to one-fifth of the corresponding figures for males. However, disparity is shrinking down the time lane.

2.4 **Provincial profile** of the aforementioned categorizations is also tabulated hereunder to provide the calculus of national estimates.

Table 4: Employment-to-population ratios by sex and age-Provinces (%)

Pakistan	2010-11				2012-13			
	Punjab	Sindh	KPK	Baloch-istan	Punjab	Sindh	KPK	Baloch-istan
15 years & above								
Both sexes	52.6	50.0	42.2	49.5	52.0	50.3	40.6	49.7
Male	78.0	79.7	72.5	83.6	77.2	79.4	69.5	82.5
Female	27.4	16.4	14.4	9.0	27.1	16.7	13.8	10.5
15-24 years								
Both sexes	41.7	40.1	29.9	39.9	40.8	40.2	28.3	43.4
Male	60.5	61.4	51.3	60.0	58.1	61.1	47.5	63.3
Female	23.4	14.0	10.1	8.6	22.9	13.4	9.4	13.2

Source: PBS, various years, *Pakistan Labour Force Survey and ILO, Global Employment Trends, 2013*

3. Vulnerable Employment

3.1 Vulnerable employment is measured as the proportion of *own-account workers* and *contributing family workers* in total employment. The paragraphs follow the table-5 dwell on the sectoral shares in a descending order of its extent of prevalence.

3.2 The estimates of the LFS 2008-09 and onwards are profiled on the latest Pakistan Standard Industrial Classification (PSIC 2010 based on ISIC Rev-4). Thus, to remain consistent down the time lane, time series of estimates is depicted for the same period in instant and the following section, vide tables # 5,6 and 7.

Table-5: Share of vulnerable employment by sector-Pakistan (%)

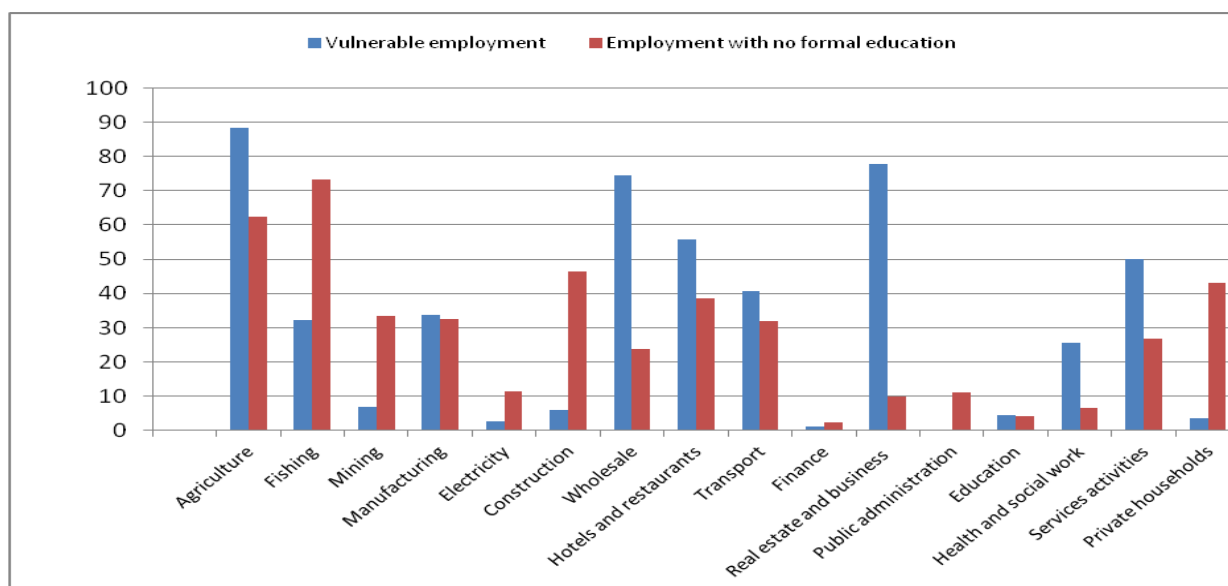
Sectors	2008-09	2009-10	2010-11	2012-13
All sectors				
Both sexes	61.9	62.2	61.6	59.0
Male	58.0	57.7	57.0	54.6
Female	77.3	79.0	78.3	75.0
Agriculture				
Both sexes	92.1	92.1	90.4	88.3
Male	91.6	91.4	89.5	88.6
Female	93.1	93.2	91.9	87.7
Fishing				
Both sexes	13.1	34.7	8.0	32.2
Male	11.8	34.2	7.5	30.2
Female	100.0	71.5	100.0	75.3
Mining				
Both sexes	10.4	20.0	12.3	6.8
Male	10.6	18.9	12.3	6.9
Female	0.0	81.3	0.0	0.0
Manufacturing				
Both sexes	33.5	34.9	36.3	33.6
Male	28.8	29.8	30.8	28.4
Female	53.9	58.8	62.3	59.5
Electricity, gas and water				
Both sexes	0.6	0.5	0.5	2.8
Male	0.6	0.2	0.1	2.8
Female	0.0	19.5	17.5	0.0
Construction				
Both sexes	6.9	7.2	8.1	6.0
Male	6.8	7.2	8.0	5.9
Female	14.3	16.9	15.9	11.6
Wholesale and retail trade				
Both sexes	75.4	76.4	75.2	74.5
Male	75.5	76.1	74.9	74.1
Female	88.2	86.9	89.0	91.3
Hotels and restaurants				
Both sexes	52.2	51.8	57.2	55.8
Male	51.5	51.7	56.9	55.5
Female	79.9	53.2	63.7	67.2
Transport and communication				
Both sexes	41.1	43.6	45.8	40.8
Male	41.3	43.8	45.8	40.9
Female	11.8	23.1	27.0	35.5
Finance				
Both sexes	2.1	1.2	1.1	1.1
Male	2.2	1.2	1.1	1.0
Female	0.0	0.0	0.0	2.2
Real estate and business activities				
Both sexes	51.6	54.2	53.8	77.7
Male	51.8	54.5	54.1	78.3
Female	41.8	36.4	37.0	41.3

Table-5: Share of vulnerable employment by sector-Pakistan (%) (Contd.)

Sectors	2008-09	2009-10	2010-11	2012-13
Public administration				
Both sexes	0.4	0.9	0.3	0.2
Male	0.4	0.8	0.3	0.2
Female	0.0	1.1	0.0	0.0
Education				
Both sexes	4.5	5.3	5.6	4.6
Male	2.7	3.4	3.5	3.8
Female	8.2	8.8	9.2	6.0
Health and social work				
Both sexes	30.4	26.1	26.9	25.5
Male	36.7	30.8	32.6	30.9
Female	13.4	12.9	11.8	11.1
Other community, social and personal services activities				
Both sexes	46.2	35.9	34.5	49.9
Male	50.0	39.9	39.4	50.1
Female	26.1	21.4	19.0	47.4
Activities of private households				
Both sexes	19.9	13.7	8.0	3.5
Male	30.8	10.7	11.5	5.0
Female	7.1	23.1	0.0	2.2

Source: PBS, various years, *Pakistan Labour Force Survey*

Figure 1: Selected indicators by sector, 2012-2013 (%)



3.3 Share of vulnerable employment declines steadily from 61.9% in 2008-09 to 59.0% in 2012-13. Males form a congruous pattern while curvature is bit erratic in the case of females. Further, females are more prone to land in vulnerable employment as figures for females are higher than corresponding figures for males.

3.4 As for sectoral share of vulnerable employment, more than ninety (90) percent of *agricultural employment* is vulnerable, more in the case of females than males. A declining trend is observed down the time lane.

3.5 About three fourth of employment in *wholesale and retail trade* is vulnerable, more in the case of females than males. Vulnerability is receding in toto and for males while seem to be ascending in the case of females.

3.6 More than fifty (50) percent of employment in *hotel restaurants* is vulnerable, seems to be on rise though erratically. Similar curvature obtains by gender though males trend up more consistently and their proportions are quite lower than corresponding figures for females.

3.7 Similarly, better half of the employment in *real estate and business* is vulnerable with rising trend. Share by gender form comparable trend down the time lane. However, shares of males are higher than the corresponding shares of females.

3.8 Share of vulnerable employment in *other community, social and personal services* ranges from one-third to one-half of the sectoral employment during the period. It makes an erratic pattern of rise during the tabulated period. Gender-disaggregated shares make comparable curvature. However, shares of males are higher than the corresponding shares of females.

3.9 More than two-fifth of *transport and communication* comprise vulnerable employment during the tabulated period. A sort of decline seems to be heralded recently. Comparable profile obtains by gender. However, shares of males are higher than the corresponding shares of females.

3.10 Share of vulnerable employment in *manufacturing* hovers between one-third and two-fifth during the period under consideration. Change down the time lane is wavy. Similar configuration is made in the case of males and females, though, the shares of latters is higher than the corresponding share of the formers.

3.11 Vulnerable employment in *health & social work* ranges between less than one-third and about one-fourth of the total employment in the sector during the tabulated period. Time series exhibits a sort of declining trend. Shares by gender make similar configuration. However, shares of males fare higher than the corresponding shares of females.

3.12 Share of vulnerable employment in the *activities of private household's* ranges from one fifth at the beginning and less one-twenty fourth at the end of the tabulated period. Shares are on decline steeply down the time lane. The sector seems to be males domain exclusively.

3.13. Vulnerable employment in *fishing* ranges from less than one-eights to about one third of sector's employment during the tabulated period with rising trend. Similarly configuration obtains in the case of males while a sort of decline down the time lane is observed in the female shares. This notwithstanding, shares of females are much higher than the corresponding share of males though the quantum of disparity makes an erratic pattern.

3.14 *Mining* appears to males domain. Vulnerable employment falls from one-tenth of sector's employment at the beginning to less than one-fourteenth at end. Males depict the similar trajectory during the tabulated period.

3.15 Share of vulnerable employment in *construction* fared at less than one-fourteenth of the sector's employment. A rising trend is suggested throughout the period except in the ending year. Males depict the similar trend line while decreasing trend is observed in the case of females. Share of females more than twice in size of the corresponding shares of males.

3.16 The last significant category is *education*, reflects a sort of increasing share of vulnerable employment. The share of vulnerable employment hover around one-twentieth of sector's employment. Similar trends line obtains by gender. However, females shares are about thrice of the corresponding shares of males.

3.17 ***Provincial profile*** of the aforementioned categorizations is also tabulated hereunder to provide the calculus of national estimates.

Table 6: Share of vulnerable employment by sector-Provinces (%)

Sectors	2010-11				2012-13			
	Punjab	Sindh	KPK	Baloch-istan	Punjab	Sindh	KPK	Baloch-istan
All sectors								
Both sexes	58.9	58.2	62.8	70.5	59.4	56.4	58.3	70.4
Male	55.2	52.3	57.8	69.8	54.9	52.1	52.7	68.2
Female	79.5	85.6	76.7	92.6	72.2	79.9	84.4	91.0
Agriculture								
Both sexes	93.7	94.3	88.1	95.2	85.2	92.1	94.8	95.5
Male	92.7	91.3	87.0	94.5	86.4	90.2	92.3	95.0
Female	96.2	99.9	89.6	99.8	83.8	96.7	99.1	99.0
Fishing								
Both sexes	1.3	100.0	28.2	8.6	31.0	31.1	-	45.8
Male	1.3	100.0	28.0	8.6	31.0	27.5	-	46.3
Female	-	-	-	-	-	77.6	-	-
Mining								
Both sexes	3.9	19.7	6.4	20.2	-	1.9	27.9	29.1
Male	3.9	19.7	6.4	20.2	-	1.9	32.3	29.1
Female	-	-	-	-	-	-	-	-
Manufacturing								
Both sexes	29.2	55.8	37.4	74.7	34.7	23.5	49.4	77.7
Male	22.6	45.4	31.6	69.8	29.3	21.1	42.3	65.2
Female	49.4	91.0	59.2	96.1	57.5	46.1	87.8	95.3
Electricity, gas and water								
Both sexes	-	-	1.0	-	5.6	1.4	2.3	4.4
Male	-	-	0.1	-	5.5	1.4	2.4	4.5
Female	-	-	17.9	-	-	-	-	-
Construction								
Both sexes	8.6	5.3	9.1	6.6	5.5	7.3	6.4	4.1
Male	8.5	5.3	9.0	6.6	5.5	8.2	6.3	4.0
Female	17.8	-	17.3	-	16.9	2.8	7.4	14.8
Wholesale and retail trade								
Both sexes	68.5	79.9	76.2	91.4	74.6	69.6	80.4	87.5
Male	68.5	79.8	75.7	91.4	73.9	69.5	80.3	87.5
Female	63.3	90.0	90.9	84.1	93.1	78.5	89.2	87.4
Hotels and restaurants								
Both sexes	43.4	54.4	68.5	35.9	59.9	46.9	61.5	54.8
Male	44.0	54.5	67.9	36.1	59.6	47.5	61.8	54.3
Female	17.9	45.6	83.5	-	84.0	10.9	50.4	88.5
Transport and communication								
Both sexes	40.6	44.3	48.9	39.7	43.7	32.6	42.7	42.5
Male	40.8	44.5	49.0	39.6	43.9	32.7	42.7	42.3
Female	10.8	-	44.1	100.0	37.2	23.4	35.4	100.0
Finance								
Both sexes	0.2	6.1	1.7	-	-	0.4	5.1	11.8
Male	0.2	6.1	1.9	-	-	0.4	3.8	11.8
Female	-	-	-	-	-	-	100.0	-
Real estate and business activities								
Both sexes	42.4	59.3	57.8	75.2	76.0	71.9	84.6	94.5
Male	42.3	59.4	58.4	76.0	77.8	71.9	84.0	94.5
Female	47.2	-	33.8	37.7	-	-	100.0	-
Public administration								
Both sexes	-	0.5	0.5	-	0.3	0.2	-	0.1
Male	-	0.5	0.6	-	0.3	0.2	-	0.1
Female	-	-	-	-	-	-	-	-
Education								
Both sexes	3.1	1.1	9.0	0.2	7.9	1.3	1.2	-
Male	2.5	0.7	6.0	0.3	7.4	1.5	1.2	-
Female	4.5	2.3	12.4	-	8.5	0.6	1.0	-

Table 6: Share of vulnerable employment by sector-Provinces (%) (contd.)

Sectors	2010-11				2012-13			
	Punjab	Sindh	KPK	Baloch-istan	Punjab	Sindh	KPK	Baloch-istan
Health and social work								
Both sexes	14.0	20.2	35.0	29.7	33.1	16.6	16.3	10.9
Male	16.9	23.1	44.8	30.4	44.2	17.0	19.5	10.5
Female	4.3	7.3	14.7	-	11.3	14.5	6.0	14.6
Other community, social and personal services activities								
Both sexes	30.4	30.1	30.4	11.9	41.7	33.4	36.5	45.6
Male	31.0	30.4	43.7	11.8	47.8	37.2	36.7	46.6
Female	32.4	27.5	15.1	12.6	15.7	7.8	34.5	21.1

Source: PBS, various years, *Pakistan Labour Force Survey*

4. Excessive hours worked

4.1 Pakistan Labour Force Survey categorizes working beyond fifty (50) hours a week as excessive hours worked. The quantum of excessive hours worked alludes to prevalence of low wages/small scale/informal activities. The paragraphs follow the table-7 provide brief comments on the sectoral profile of the excessive hours worked in a descending order of the intensity of their prevalence.

Table 7: Percentage distribution of employed working excessive hours by sector and sex-Pakistan

Sector	2008-09	2009-10	2010-11	2012-13
Agriculture				
Both sexes	30.0	31.1	32.0	28.3
Male	29.3	29.9	30.2	26.6
Female	48.9	60.5	68.5	59.9
Fishing				
Both sexes	0.4	0.4	0.3	0.3
Male	0.4	0.4	0.4	0.3
Female	0.0	0.0	0.0	0.2
Mining				
Both sexes	0.1	0.1	0.2	0.1
Male	0.1	0.1	0.2	0.1
Female	0.0	0.0	0.0	0.1
Manufacturing				
Both sexes	14.7	15.1	15.5	16.3
Male	14.3	15.2	15.8	16.4
Female	24.2	13.2	9.3	15.4
Electricity, gas and water				
Both sexes	0.4	0.3	0.2	0.4
Male	0.4	0.3	0.2	0.4
Female	0.0	0.2	0.0	0.1
Construction				
Both sexes	4.2	3.8	3.8	4.2
Male	4.3	4.0	3.9	4.3
Female	0.5	0.5	0.3	0.8
Wholesale and retail trade				
Both sexes	27.9	27.4	26.4	27.2
Male	28.5	28.1	27.4	28.0
Female	8.3	9.5	6.5	8.1
Hotels and restaurants				
Both sexes	2.7	2.2	2.6	3.1
Male	2.8	2.3	2.7	3.2
Female	0.9	0.4	0.8	0.3

Table 7: Percentage distribution of employed working excessive hours by sector and sex-Pakistan (Contd..)

Sector	2008-09	2009-10	2010-11	2012-13
Transport and communication				
Both sexes	9.9	9.5	9.5	9.9
Male	10.2	9.9	9.9	10.3
Female	1.8	0.5	0.9	0.5
Finance				
Both sexes	0.3	0.3	0.4	0.3
Male	0.3	0.3	0.4	0.5
Female	0.8	0.0	0.4	0.3
Real estate and business activities				
Both sexes	1.3	1.3	1.2	0.4
Male	1.3	1.4	1.2	0.2
Female	0.9	0.2	0.4	0.1
Public administration				
Both sexes	1.6	1.6	1.8	1.8
Male	1.7	1.6	1.8	1.8
Female	0.7	0.2	0.7	-
Education				
Both sexes	1.3	1.3	1.2	1.3
Male	1.3	1.3	1.2	1.3
Female	1.7	2.0	1.7	2.2
Health and social work				
Both sexes	1.2	1.1	1.2	1.2
Male	1.2	1.0	1.1	1.2
Female	2.9	2.2	2.9	2.5
Other community, social and personal services activities				
Both sexes	3.6	4.2	3.8	4.4
Male	3.5	4.0	3.6	4.2
Female	6.0	10.3	7.9	9.3
Activities of private households				
Both sexes	0.4	0.1	0.0	0.0
Male	0.4	0.0	0.0	0.0
Female	2.4	0.3	0.0	0.0

Source: PBS, various years, *Pakistan Labour Force Survey*

4.2 **Agriculture** account for *about one-third* of the excessive hours worked. Increasing trend is exhibited till the 2nd last year of the tabulated period, in toto and by gender as well. Last year heralds a down turn. Females are more exposed to excessive hours work than males.

4.3 **Wholesale retail trade** claims more than *one-fourth* of excessive hours worked. Contrast of the beginning (27.9% in 2008-09) with the end (27.2% in 2012-13) of tabulated period indicates declining trend though with fits and starts. Similar scenario obtains by gender however, shares of males are more than three times of the corresponding shares of females.

4.4 **Transport & communication** share *about one-tenth* of the excessive hours worked. Shares at the beginning (2008-09) and end (2012-13) of the tabulated periods level same (9.9%). A sort of similar configuration obtains for males which account most, rather all, of the work force in the sector. Though, shares of females are miniscule, these do betoken declining trend.

4.5 *Other community, social & personal services* account for about *one-twenty-fifth* of the excessive hours worked. Shares at the beginning (3.6% in 2008-09) and the end (4.4% in 2012-13) of the tabulated period indicate rising trend. Similar configuration is indicated by gender. However, females seem to be more likely to work excessive hours as compared to males.

4.6 *Hotels & restaurants* stake *one-thirty-threeth* of the work beyond the threshold of excessive hours. Tabulated period betokens increasing trend both in toto and, in the case of males. However, males constitute most, rather all, of the sectoral work force.

4.7 *Public administration* constitutes less than two (2) percent of the excessive hours worked. There seems to be an increasing trend down the tabulated period. Similar situation obtains in the case of males. Shares of females are miniscule comparatively.

4.8 *Real estate & business activities* fare about one percent of the quantum of excessive hours worked. The percentages down the tabulated period suggest a declining trend, in toto and by gender as well. However the sectoral work force seems to masculine in composition.

4.9 *Health and social work* also accounts for about one percent of the spectrum of excessive hours worked. A sort of flat trend is indicated down the tabulated period, in toto and for males. Shares of females betoken declining engagement in excessive hours of work. Nevertheless, shares of females are more than two times higher than the corresponding shares of males.

4.10 *Provincial profile* of the aforementioned categorizations is also tabulated hereunder to provide the calculus of national estimates.

Table 8: Percentage distribution of employed working excessive hours by sector and sex-Provinces

Sectors	2010-11				2012-13			
	Punjab	Sindh	KPK	Baloch-istan	Punjab	Sindh	KPK	Baloch-istan
Agriculture								
Both sexes	34.9	28.8	14.2	48.3	30.9	23.9	13.8	36.4
Male	32.5	27.6	14.2	47.6	29.0	24.1	13.1	36.2
Female	70.7	63.7	10.5	83.4	64.6	45.7	46.8	45.5
Fishing								
Both sexes	0.1	0.9	-	0.7	-	0.9	-	0.5
Male	0.1	0.9	-	0.7	-	1.1	-	0.5
Female	-	-	-	-	-	1.3	-	-
Mining								
Both sexes	0.1	0.3	0.6	0.4	0.1	0.1	0.1	0.2
Male	0.1	0.3	0.6	0.4	0.1	0.1	-	0.2
Female	-	-	-	-	-	-	0.7	-
Manufacturing								
Both sexes	15.9	17.6	10.2	4.0	16.7	19.1	9.4	5.9
Male	16.4	17.7	10.2	3.9	17.0	18.9	9.4	4.9
Female	8.3	13.9	6.7	7.1	12.5	24.9	7.9	40.7
Electricity, gas and water								
Both sexes	0.2	0.2	0.2	0.4	3.9	0.6	0.7	0.3
Male	0.2	0.2	0.2	0.4	4.1	0.6	0.7	0.3
Female	-	-	-	-	0.1	-	2.8	-

Table 8: Percentage distribution of employed working excessive hours by sector and sex-Provinces (contd..)

Sectors	2010-11				2012-13			
	Punjab	Sindh	KPK	Baloch-istan	Punjab	Sindh	KPK	Baloch-istan
Construction								
Both sexes	3.3	3.6	9.1	0.6	3.9	4.2	6.5	2.7
Male	3.5	3.7	9.2	0.6	4.1	4.3	6.6	2.7
Female	0.3	0.4	-	-	0.1	2.9	1.7	2.4
Wholesale and retail trade								
Both sexes	25.9	26.5	31.2	24.5	26.6	27.1	31.3	27.1
Male	27.1	27.2	31.2	24.8	27.6	27.8	31.9	28.1
Female	6.8	2.9	26.7	7.5	8.7	5.9	5.7	7.0
Hotels and restaurants								
Both sexes	2.2	3.5	1.9	4.9	8.6	3.4	2.9	4.9
Male	2.3	3.5	1.9	5.0	9.0	3.5	3.0	5.0
Female	0.2	3.3	2.3	-	0.2	1.7	1.2	0.4
Transport and communication								
Both sexes	8.7	8.5	19.2	8.9	2.9	9.1	20.4	13.3
Male	9.3	8.7	19.3	9.1	3.0	9.4	20.7	13.6
Female	0.6	1.7	9.9	-	-	1.5	4.0	1.7
Finance								
Both sexes	0.3	0.8	0.1	-	0.3	0.2	0.3	0.2
Male	0.3	0.8	0.1	-	0.3	0.2	0.3	0.2
Female	0.3	0.8	-	-	0.3	0.3	-	-
Real estate and business activities								
Both sexes	1.1	1.7	0.9	0.1	0.4	0.3	0.4	0.1
Male	1.1	1.7	0.9	0.1	0.4	0.3	0.4	0.1
Female	0.2	1.1	-	-	-	-	-	-
Public administration								
Both sexes	1.2	2.3	3.1	3.5	1.2	2.2	3.8	3.9
Male	1.3	2.3	3.1	3.6	1.2	2.2	3.8	4.0
Female	0.3	1.7	5.9	-	0.2	-	1.6	-
Education								
Both sexes	0.8	1.3	3.9	0.6	0.8	1.8	3.4	1.2
Male	0.7	1.3	3.8	0.6	0.8	1.6	3.3	1.2
Female	1.4	2.3	10.2	-	0.9	6.1	8.2	1.2
Health and social work								
Both sexes	1.2	1.1	1.7	0.6	1.2	1.7	1.8	0.7
Male	1.1	1.1	1.6	0.5	1.2	1.1	1.7	0.7
Female	2.8	2.7	9.3	1.2	2.0	3.8	7.3	-
Other community, social and personal services activities								
Both sexes	4.3	3.1	3.8	1.3	6.1	4.8	5.4	2.2
Male	4.1	3.0	3.6	1.3	5.9	4.8	5.3	2.2
Female	8.3	5.6	18.4	0.8	9.3	5.9	10.8	1.3

5. Wages and salaried employment

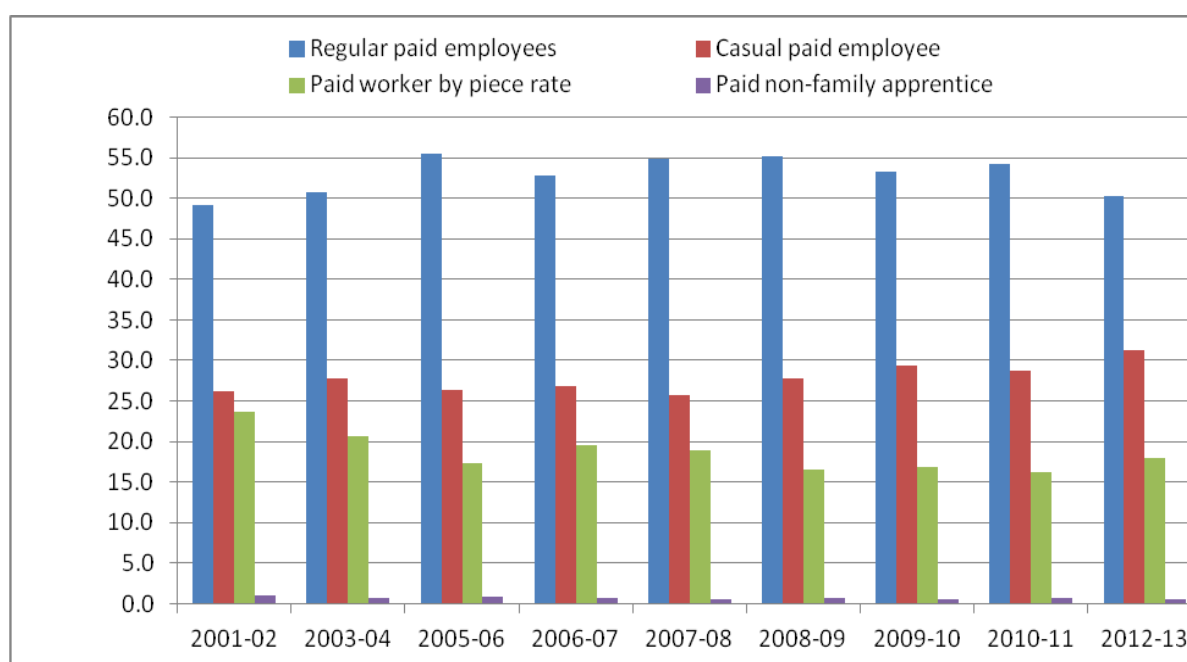
5.1 The share of wage and salaried employment indicates the extent and prevalence of the stable job opportunities. However, the composition of wage & salaried persons determines the adequacy and reliability of this measure. Follows an account of the share in status groups of wage and salaried persons (Table-9)

Table 9: Share in Status Group of Wage and Salaried Employment (%)

Employment Status	2001-02	2003-04	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13
Total wage and salaried employment									
Both sexes	40.4	38.5	38.4	38.3	37.1	36.8	36.5	36.9	39.7
Male	40.9	39.8	41.2	41.5	40.6	40.5	40.7	41.2	43.8
Female	37.1	31.5	26.6	25.1	22.9	22.6	20.8	21.6	24.9
Regular paid employees with fixed wage rate									
Both sexes	49.1	50.8	55.5	52.8	54.9	55.1	53.2	54.2	50.2
Male	50.7	52.3	57.1	54.2	56.5	56.1	54.3	55.4	51.8
Female	38.4	41.4	45.2	43.5	42.9	48.1	44.8	46.5	39.8
Casual paid employee									
Both sexes	26.2	27.7	26.3	26.8	25.7	27.7	29.4	28.7	31.2
Male	28.7	29.8	27.8	28.6	27.4	29.9	31.2	30.7	33.5
Female	10.0	14.2	16.2	14.0	12.9	12.7	16.4	15.7	16.8
Paid worker by piece rate or work performed									
Both sexes	23.6	20.7	17.4	19.6	18.9	16.5	16.8	16.3	18.0
Male	19.5	17.1	14.3	16.4	15.5	13.3	13.8	13.2	14.1
Female	51.3	44.2	38.2	42.1	43.9	38.9	38.7	37.6	42.9
Paid non-family apprentice									
Both sexes	1.0	0.7	0.8	0.7	0.6	0.7	0.6	0.7	0.6
Male	1.1	0.8	0.9	0.8	0.6	0.7	0.6	0.8	0.6
Female	0.4	0.2	0.5	0.5	0.3	0.2	0.2	0.2	0.5

Source: PBS, various years, *Pakistan Labour Force Survey*

Figure 2: Share in status group of wage and salaried employment (%)



5.2 *Share of wage and salaried employment* hovers in the lower vicinity of two-fifth of the total employment during the tabulated period. There seems to be mildly declining trend down the time lane. Share of males seem on rise while that of females declining. Further, shares of males are higher as compared to the corresponding shares of females.

5.3 *Share of regular paid employees* fare at about one-half of the wage and salaried employment during the tabulated period. Trend along the years proceed, with fits and starts. Nevertheless, upturns are more frequent than down turns. Gender disaggregated data forms the comparable pattern. However, males have higher share compared to females.

5.4 *Casual paid employees* range between one-fourth to one-third of the total wage & salaried employment. Shares along the years seem to be on rise. Similar configurations obtain by gender. However, shares of females fare at half of the corresponding shares of males.

5.5 *Paid workers by piece rate or work performed* size up between less-than-one fourth of the wage and salaried employment to less-than-one-fifth during the tabulated period. Shares seem to be decreasing down the time lane. A sort of comparable scenario is depicted by the share of male and female workers. However share of females are about three times higher than the corresponding shares of males.

5.6 *Paid non family apprentices* stake miniscule shares in the wage & salaried employment. They depict a sort of flat trajectory down the time lane. Similar scenario prevails in the case males and females. However, time series for males is fatter than that of female apprentices.

5.7 *Provincial profile* of the aforementioned categorizations is also tabulated hereunder to provide the calculus of national estimates.

Table 10: Share in status group of Wage and Salaried employment-Provinces (%)

Employment Status	2010-11				2012-13			
	Punjab	Sindh	KPK	Baloch-istan	Punjab	Sindh	KPK	Baloch-istan
Total wage and salaried employment								
Both sexes	35.9	39.0	40.3	29.0	39.2	42.4	40.4	29.0
Male	40.4	42.4	45.9	30.9	43.3	46.4	45.8	31.1
Female	23.1	20.4	14.3	7.3	27.7	20.0	15.5	9.0
Regular paid employees with fixed wage rate								
Both sexes	49.3	67.3	49.6	56.4	45.7	58.9	51.9	55.0
Male	51.6	66.9	47.3	55.8	48.2	59.5	49.8	54.6
Female	38.0	71.5	82.7	83.6	34.5	51.6	81.7	69.0
Casual paid employee								
Both sexes	27.2	26.1	40.6	31.6	28.1	34.9	37.3	36.9
Male	29.4	27.3	42.6	32.0	31.3	34.9	39.2	37.4
Female	16.7	13.1	9.8	13.1	14.1	34.7	9.9	19.5
Paid worker by piece rate or work performed								
Both sexes	22.8	6.2	8.0	12.0	25.5	6.0	9.8	8.0
Male	18.3	5.4	8.2	12.2	19.7	5.4	10.0	7.9
Female	45.0	15.4	6.7	3.3	50.9	13.3	7.0	11.5
Paid non-family apprentice								
Both sexes	0.7	0.4	1.8	-	0.7	0.2	1.0	0.1
Male	0.7	0.4	1.9	-	0.7	0.2	1.0	0.1
Female	0.3	-	0.8	-	0.5	0.3	1.4	-

Source: PBS, various years, *Pakistan Labour Force Survey*

ANNEXURE-I

Millennium Development Goals (MDGs)

1. Eradicate extreme poverty and hunger

Target 1a: Halve, between 1990 and 2015, the proportion of people whose income is less than US\$ 1 a day.

Target 1b: Achieve full and productive employment and decent work for all, including women and young people.

Target 1c: Halve, between 1990 and 2015, the proportion of people who suffer from hunger.

2. Achieve universal primary education

3. Promote gender equality and empower women

4. Reduce child mortality

5. Improve maternal health

6. Combat HIV/AIDS, malaria, and other diseases

7. Ensure environmental sustainability

8. Develop a global partnership for development

Source: <http://www.un.org/millenniumgoals/>

Key Indicators of the Labour Market

KILM 1.	Labour force participation rate
KILM 2.	Employment-to-population rate
KILM 3.	Status in employment
KILM 4.	Employment by sector
KILM 5.	Part-time workers
KILM 6.	Hours of work
KILM 7.	Employment in the informal economy
KILM 8.	Unemployment
KILM 9.	Youth unemployment
KILM 10.	Long term unemployment
KILM 11.	Unemployment by education attainment
KILM 12.	Time-related underemployment
KILM 13.	Inactivity rate
KILM 14.	Educational attainment and illiteracy
KILM 15.	Manufacturing wage indices
KILM 16.	Occupational wage and earning indices
KILM 17.	Hourly compensation costs
KILM 18.	Labour productivity and unit labour costs
KILM 19.	Employment elasticities
KILM 20.	Poverty, working poverty and income distribution

Source: ILO, 2006, *Key Indicators of the Labour Market, Fourth edition*

Decent Work Indicators

Rights at work

1. Child labour
 - 1a: Economically active children aged 10-14
 - 1b: Child school non-enrolment rate 5-14 years (from UNESCO)
2. Women in the workplace
 - 2a: Female share of employment by 1-digit ISCO
 - 2b: Female share of employment by 1-digit ISIC
 - 2c: Gap between female and male labour force participation rates
3. Complaints/cases brought to labour courts or ILO

Employment

4. Labour force participation rate
5. Employment-to-population ratio
6. The working poor
7. Wages
 - 7a: Number and wages of casual/daily workers
 - 7b: Manufacturing wage indices
8. Unemployment
 - 8a: Total unemployment rate
 - 8b: Unemployment by level of education
9. Youth unemployment
10. Youth unemployment
 - 10a: Youth inactivity rate
 - 10b: Youth not in education and not in employment
11. Time-related underemployment
12. Employment by status of employment and branch of economic activity
13. Labour productivity
14. Real per capita earnings (from national accounts)

Social protection

15. Informality and social protection
 - 15a: Informal employment
 - 15b: Social security coverage (for wages and salary earners)
16. Rates of occupational injuries (fatal/non-fatal)
17. Hours of work
 - 17a: Usual hours of work (in standardized hour bands)
 - 17b: Annual hours worked per person

Social dialogue

18. Trade union membership rate
19. Number of enterprises belonging to employer organizations
20. Collective bargaining coverage rate
21. Strikes and lockouts: Rates of days not worked

Source: A guidebook for policy-makers and researchers, ILO, Regional Office for Asia and the Pacific, Bangkok: ILO 2008.

ANNEXURE-II

Table A1: Employment-to-population ratios by province and age (%)

	2001-02	2003-04	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13
15 years & above									
Pakistan	46.5	47.0	49.7	49.8	49.9	50.3	50.7	50.4	49.9
Punjab	49.2	50.4	52.7	52.9	51.1	51.3	52.6	52.5	52.0
Sindh	44.9	44.1	47.5	48.2	50.9	51.6	50.7	50.0	50.3
KPK	37.6	38.3	40.5	39.4	43.1	43.3	42.1	42.2	40.6
Balochistan	45.1	44.1	51.5	51.2	49.4	50.4	50.7	49.4	49.7
Youth (15-24 years)									
Pakistan	37.6	38.5	41.9	40.9	40.3	40.6	41.1	39.6	39.0
Punjab	40.7	41.9	44.9	43.7	41.4	41.2	42.3	41.8	40.8
Sindh	35.7	35.7	40.0	40.2	42.0	43.2	42.6	40.1	40.2
KPK	28.5	30.8	33.0	30.3	32.8	33.3	32.4	29.9	28.3
Balochistan	34.1	33.0	44.7	42.9	40.4	42.9	43.1	39.9	43.4

Source: PBS, various years, *Pakistan Labour Force Survey*

Table A2: Selected indicators of employed by sector, 2012-2013 (%)

Sector	Vulnerable employment	Employment with no formal education
All sectors	59.0	42.7
Agriculture	88.3	62.4
Fishing	32.2	73.3
Mining	6.8	33.3
Manufacturing	33.6	32.5
Electricity, gas and water	2.8	11.4
Construction	6.0	46.5
Wholesale and retail trade	74.5	23.9
Hotels and restaurants	55.8	38.5
Transport and communication	40.8	32.0
Finance	1.1	2.3
Real estate and business activities	77.7	9.9
Public administration	0.2	11.0
Education	4.6	4.2
Health and social work	25.5	6.5
Other community, social and personal services activities	49.9	26.9
Activities of private households	3.5	43.2

Source: PBS, various years, *Pakistan Labour Force Survey*

Table A3: Population and Labour Force (millions)

Pakistan	2001-02	2003-04	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13
Total Population	145.8	148.7	155.4	158.2	163.7	167.2	170.3	174.4	181.7
Urban	47.4	49.7	52.1	52.5	54.9	56.1	57.3	58.5	61.3
Rural	98.4	99.0	103.3	105.7	108.8	111.1	113.0	115.9	120.4
Population (15+)	81.2	84.4	88.7	90.5	93.1	95.9	97.4	102.1	107.5
Punjab	47.7	48.5	50.8	52.2	54.2	55.9	56.8	59.0	61.7
Sindh	19.2	21.2	22.1	22.1	22.4	23.1	23.8	25.2	26.4
KPK	10.9	10.9	11.9	12.3	12.5	12.9	12.9	13.8	14.7
Balochistan	3.4	3.8	3.9	3.9	4.0	4.0	3.9	4.1	4.7
Labour force (15+)	41.0	42.8	47.0	47.5	48.8	50.9	52.2	54.5	57.1
Punjab	25.5	26.3	28.4	29.1	29.2	30.4	31.6	32.8	34.2
Sindh	9.1	9.9	11.0	11.0	11.7	12.3	12.6	13.3	14.0
KPK	4.7	4.8	5.5	5.4	5.9	6.1	6.0	6.3	6.5
Balochistan	1.7	1.8	2.1	2.0	2.0	2.1	2.0	2.1	2.4

Source: PBS, various years, *Pakistan Labour Force Survey*

Table A4: Vulnerable employment by age group and sex (% & million)

	2001-02	2003-04	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13
Percent									
15 years & above									
Both sexes	58.7	60.6	60.4	60.6	61.9	61.9	62.2	61.6	59.0
Male	58.1	59.0	57.5	57.3	58.2	58.0	57.7	57.0	54.6
Female	62.6	68.4	73.0	74.6	77.1	77.3	79.0	78.3	75.0
15-24 years									
Both sexes	55.8	59.1	59.1	58.1	60.3	60.9	61.4	61.0	57.1
Male	55.5	57.5	56.4	54.9	57.4	57.7	56.8	56.1	52.8
Female	57.3	66.2	70.4	71.1	71.5	72.5	77.6	77.1	71.5
25 years & above									
Both sexes	59.8	61.2	60.9	61.7	62.6	62.2	62.5	61.9	59.7
Male	59.0	59.6	57.9	58.3	58.5	58.1	58.0	57.3	55.2
Female	64.8	69.4	74.2	76.2	79.5	79.4	79.6	78.8	76.4
Million									
15 years & above									
Both sexes	22.1	24.0	26.7	27.4	28.7	29.9	30.7	31.6	31.7
Male	18.8	19.5	20.6	20.9	21.7	22.2	22.5	22.8	22.9
Female	3.3	4.5	6.1	6.5	7.0	7.7	8.2	8.8	8.8
15-24 years									
Both sexes	5.9	6.7	7.8	7.6	7.9	8.4	8.5	8.6	8.3
Male	5.0	5.4	6.0	5.7	6.0	6.2	6.2	6.1	5.9
Female	0.9	1.3	1.8	1.9	1.9	2.2	2.3	2.5	2.4
25 years & above									
Both sexes	16.2	17.2	18.8	19.7	20.7	21.5	22.1	23.0	23.4
Male	13.8	14.1	14.6	15.1	15.6	16.0	16.2	16.8	17.0
Female	2.4	3.1	4.2	4.6	5.1	5.5	5.9	6.2	6.4

Source: PBS, various years, *Pakistan Labour Force Survey*

Table A5: Percentage distribution of employed by sector and sex (contd...)

Sector	2008-09	2009-10	2010-11	2012-13
Agriculture				
Both sexes	43.1	43.2	43.3	42.0
Male	35.5	34.9	34.7	32.9
Female	72.7	73.9	74.2	74.9
Fishing				
Both sexes	0.2	0.2	0.2	0.2
Male	0.2	0.3	0.2	0.2
Female	0.0	0.0	0.0	0.0
Mining				
Both sexes	0.1	0.1	0.2	0.2
Male	0.2	0.1	0.2	0.2
Female	0.0	0.0	0.0	0.0
Manufacturing				
Both sexes	13.3	13.5	13.9	14.3
Male	13.6	14.1	14.7	15.3
Female	12.2	11.3	11.3	10.9
Electricity, gas and water				
Both sexes	0.7	0.8	0.5	0.8
Male	0.9	1.0	0.6	1.0
Female	0.0	0.1	0.1	0.1
Construction				
Both sexes	6.9	7.0	7.2	7.7
Male	8.5	8.8	9.1	9.7
Female	0.4	0.2	0.2	0.2
Wholesale and retail trade				
Both sexes	15.6	15.5	15.2	14.7
Male	19.2	19.1	19.0	18.4
Female	1.5	2.1	1.5	1.6
Hotels and restaurants				
Both sexes	1.3	1.1	1.3	1.6
Male	1.6	1.4	1.6	1.9
Female	0.2	0.1	0.2	0.2
Transport and communication				
Both sexes	5.5	5.4	5.3	5.7
Male	6.8	6.8	6.8	7.2
Female	0.2	0.3	0.1	0.2
Finance				
Both sexes	0.6	0.5	0.5	0.5
Male	0.7	0.7	0.6	0.6
Female	0.2	0.0	0.1	0.2
Real estate and business activities				
Both sexes	1.1	1.0	1.0	0.3
Male	1.3	1.3	1.3	0.3
Female	0.1	0.1	0.1	-
Public administration				
Both sexes	2.9	2.9	3.0	2.7
Male	3.6	3.6	3.7	3.4
Female	0.4	0.4	0.4	0.3
Education				
Both sexes	4.3	3.9	4.0	3.8
Male	3.6	3.2	3.3	3.1
Female	7.1	6.3	6.6	6.5
Health and social work				
Both sexes	1.4	1.4	1.4	1.4
Male	1.2	1.3	1.3	1.3
Female	1.8	1.7	1.8	1.7
Other community, social and personal services activities				
Both sexes	2.7	3.3	3.0	4.2
Male	2.8	3.3	2.9	3.9

Table A5: Percentage distribution of employed by sector and sex (contd...)

Sector	2008-09	2009-10	2010-11	2012-13
Female	2.1	3.4	3.3	4.8
Activities of private households				
Both sexes	0.5	0.1	0.0	0.0
Male	0.3	0.1	0.0	0.0
Female	1.1	0.1	0.0	0.0

Source: PBS, various years, *Pakistan Labour Force Survey*

Table A6: Percentage distribution of employed by employment status, sector and sex (contd...)

Sector	2009-10		2010-11		2012-13	
	Wage and salaried workers and employers	Own account and contributing family workers	Wage and salaried workers and employers	Own account and contributing family workers	Wage and salaried workers and employers	Own account and contributing family workers
Agriculture						
Both sexes	7.9	92.1	9.6	90.4	11.7	88.3
Male	8.6	91.4	10.5	89.5	11.4	86.6
Female	6.9	93.2	8.1	91.9	12.3	87.7
Fishing						
Both sexes	65.3	34.7	92.0	8.0	67.8	32.2
Male	65.8	34.2	92.5	7.5	69.8	30.2
Female	28.5	71.5	0.0	100.0	24.7	75.3
Mining						
Both sexes	80.0	20.0	87.7	12.3	93.2	6.8
Male	81.1	18.9	87.7	12.3	93.1	6.9
Female	18.7	81.3	0.0	0.0	0.0	0.0
Manufacturing						
Both sexes	65.1	34.9	63.7	36.3	66.4	33.6
Male	70.2	29.8	69.2	30.8	71.6	28.4
Female	41.2	58.8	37.7	62.3	40.5	59.5
Electricity, gas and water						
Both sexes	99.5	0.5	99.5	0.5	97.2	2.8
Male	99.8	0.2	99.9	0.1	97.2	2.8
Female	80.5	19.5	82.5	17.5	100	0.0
Construction						
Both sexes	92.8	7.2	91.9	8.1	94.0	6.0
Male	92.9	7.2	92.0	8.0	94.1	5.9
Female	82.1	16.9	84.1	15.9	88.4	11.6
Wholesale and retail trade						
Both sexes	23.6	76.4	24.8	75.2	25.5	74.5
Male	23.9	76.1	25.1	74.9	25.9	74.1
Female	13.1	86.9	11.0	89.0	8.7	91.3
Hotels and restaurants						
Both sexes	48.2	51.8	42.8	57.2	44.2	55.8
Male	48.3	51.7	43.1	56.9	44.5	56.5
Female	46.8	53.2	36.3	63.7	32.8	67.2
Transport and communication						
Both sexes	56.4	43.6	54.2	45.8	59.2	40.8
Male	56.2	43.8	54.2	45.8	59.1	40.9
Female	76.9	23.1	73.0	27.0	64.5	35.5
Finance						
Both sexes	98.8	1.2	98.9	1.1	98.9	1.1

Table A6: Percentage distribution of employed by employment status, sector and sex (contd...)

Sector	2009-10		2010-11		2012-13	
	Wage and salaried workers and employers	Own account and contributing family workers	Wage and salaried workers and employers	Own account and contributing family workers	Wage and salaried workers and employers	Own account and contributing family workers
Male	98.8	1.2	98.9	1.1	99.9	1.0
Female	100.0	0.0	100.0	0.0	97.8	2.2
Real estate and business activities						
Both sexes	45.8	54.2	46.2	53.8	22.3	77.7
Male	45.5	54.5	45.9	54.1	21.7	78.3
Female	63.6	36.4	63.0	37.0	58.7	41.3
Public administration						
Both sexes	99.2	0.9	99.7	0.3	99.8	0.2
Male	99.2	0.8	99.7	0.3	99.8	0.2
Female	98.9	1.1	100.0	0.0	100	0.0
Education						
Both sexes	94.7	5.3	94.4	5.6	95.4	4.6
Male	96.6	3.4	96.5	3.5	96.2	3.8
Female	91.2	8.8	90.8	9.2	94.0	6.0
Health and social work						
Both sexes	73.9	26.1	73.1	26.9	74.5	25.5
Male	69.2	30.8	67.4	32.6	69.1	30.9
Female	87.1	12.9	88.2	11.8	88.9	11.1
Other community, social and personal services activities						
Both sexes	64.1	35.9	65.5	34.5	50.1	49.9
Male	60.1	39.9	60.6	39.4	49.9	50.1
Female	78.6	21.4	81.0	19.0	52.6	47.4
Activities of private households						
Both sexes	86.3	13.7	92.0	8.0	96.5	3.5
Male	89.3	10.7	88.5	11.5	95.0	5.0
Female	76.9	23.1	100.0	0.0	97.8	2.2
All sectors						
Both sexes	37.8	62.2	38.4	61.6	41.0	59.0
Male	42.3	57.7	43.0	57.0	45.4	54.6
Female	21.0	79.0	21.7	78.3	25.0	75.0

Source: PBS, various years, *Pakistan Labour Force Survey*
 Note: Share has been calculated from respective sector

Table A7: Percentage distribution of employed by hours of work and sex

Hours worked	2001-02	2003-04	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13
Less than 20 hours									
Both sexes	3.0	2.7	3.1	2.6	2.9	3.2	3.1	3.4	4.6
Male	1.9	1.5	1.3	1.2	1.1	1.1	1.1	1.3	1.5
Female	9.4	8.8	10.7	8.7	10.2	11.4	10.4	10.8	15.6
20-29 hours									
Both sexes	5.9	6.1	6.8	6.9	6.6	7.0	6.3	6.5	6.4
Male	3.4	3.0	3.3	2.8	2.7	3.2	2.6	2.6	2.7
Female	21.0	22.3	22.3	24.2	22.7	21.8	20.1	20.3	19.7
30-34 hours									
Both sexes	4.3	4.8	4.0	4.3	3.2	3.7	3.3	3.8	3.4
Male	3.3	3.1	2.9	3.0	2.3	2.7	2.3	2.6	2.2
Female	10.3	13.4	8.5	9.5	7.1	7.8	7.2	8.2	7.6
35-39 hours									
Both sexes	9.7	9.6	11.5	12.1	13.2	13.4	13.8	13.9	12.4
Male	8.3	7.6	8.5	9.1	9.5	9.2	9.3	9.2	8.4
Female	18.3	18.3	24.6	24.4	28.4	29.7	30.5	30.7	26.9
40-44 hours									
Both sexes	15.4	13.3	13.4	13.4	14.3	14.3	13.7	13.5	14.8
Male	15.0	12.7	12.9	12.9	13.7	13.9	13.1	13.3	14.9
Female	18.2	16.1	15.8	15.4	16.4	15.8	15.7	14.4	14.6
45-49 hours									
Both sexes	20.9	20.6	19.7	20.1	20.2	20.1	20.1	20.1	21.6
Male	22.8	22.8	22.3	22.6	23.3	23.3	23.3	23.8	25.5
Female	9.4	9.6	8.5	9.4	7.4	7.4	8.1	7.1	7.6
50-59 hours									
Both sexes	20.8	21.0	18.2	17.7	18.0	16.9	17.9	17.4	16.8
Male	22.7	23.6	20.9	20.7	21.1	20.3	21.5	20.8	20.1
Female	9.8	8.2	6.3	4.8	5.2	3.7	4.6	5.3	4.7
60 hours and more									
Both sexes	20.0	21.8	23.3	23.0	21.5	21.3	21.8	21.3	19.5
Male	22.7	25.4	27.9	27.6	26.2	26.2	26.8	26.4	24.3
Female	3.7	3.5	3.3	3.7	2.5	2.3	3.2	3.2	2.7

Source: PBS, various years, *Pakistan Labour Force Survey*

Table A8: Share of the employed persons working excessive hours by sector (%) (contd..)

Sector	2001-02	2003-04	2005-06	2006-07	2007-08
All sectors	40.7	42.8	41.0	40.1	39.3
Agriculture	38.2	38.3	33.0	29.3	28.5
Mining	28.2	19.2	66.2	44.0	36.5
Manufacturing	37.6	41.1	39.9	43.0	41.6
Electricity, gas and water	19.2	18.5	18.3	15.7	19.1
Construction	20.3	23.3	25.7	27.9	23.5
Wholesale and retail trade	62.8	69.4	68.4	70.3	69.5
Transport and communication	62.4	62.8	67.8	68.4	67.2
Finance	20.2	39.5	42.3	44.9	45.4
Social services	31.3	31.6	33.1	33.4	34.0

Table A8: Share of the employed persons working excessive hours by sector (%) (contd..)

Sector	2008-09	2009-10	2010-11	2012-13
All sectors	38.0	39.5	38.5	36.3
Agriculture	26.4	28.5	28.4	24.3
Fishing	78.3	69.2	71.6	62.9
Mining	28.0	28.4	43.4	16.2
Manufacturing	42.0	44.3	42.9	41.1
Electricity, gas and water	19.3	15.7	16.7	17.5
Construction	23.2	21.8	20.1	19.7
Wholesale and retail trade	68.1	69.6	66.9	67.1
Hotels and restaurants	77.5	77.7	76.7	72.0
Transport and communication	69.0	69.2	68.7	63.3
Finance	21.3	23.7	29.6	27.2
Real estate and business activities	47.1	50.9	46.4	48.7
Public administration	21.1	21.3	22.5	23.7
Education	11.6	14.0	11.3	12.5
Health and social work	34.9	31.3	32.3	32.1
Other community, social and personal services activities	51.3	50.5	49.2	46.6
Activities of private households	35.6	27.0	7.8	45.0
Extraterritorial organizations and bodies	23.8	14.9	12.0	10.3

Source: PBS, various years, *Pakistan Labour Force Survey*

Table A9: Percentage distribution of the enrolled population of age 15 years and above by education attainment level

Level of education	2001-02	2003-04	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13
Middle but below matric									
Both sexes	0.9	1.1	1.1	1.2	1.4	1.2	1.2	1.2	1.3
Male	1.1	1.3	1.3	1.4	1.7	1.5	1.5	1.5	1.6
Female	0.7	0.8	0.8	0.9	1.0	0.9	0.9	0.9	1.0
Matric but below intermediate									
Both sexes	3.2	3.2	3.3	3.6	3.9	4.1	4.0	4.2	4.0
Male	4.2	3.9	4.1	4.4	4.8	5.0	4.8	5.0	4.9
Female	2.2	2.4	2.5	2.8	3.0	3.3	3.1	3.3	3.2
Intermediate but below degree									
Both sexes	2.4	2.5	2.3	2.4	2.7	2.9	2.9	3.0	3.2
Male	3.0	3.0	2.6	2.8	3.2	3.5	3.3	3.5	3.8
Female	1.7	2.0	2.0	2.0	2.3	2.4	2.4	2.4	2.6
Degree									
Both sexes	1.4	1.7	1.8	1.9	2.0	2.2	2.4	2.4	2.6
Male	1.7	2.0	2.0	2.1	2.2	2.4	2.6	2.6	3.0
Female	1.0	1.5	1.5	1.7	1.8	2.0	2.1	2.1	2.2
All education levels									
Both sexes	7.9	8.5	8.5	9.1	10.0	10.5	10.4	10.7	11.2
Male	10.0	10.2	10.0	10.8	11.9	12.4	12.1	12.6	13.3
Female	5.6	6.8	6.9	7.4	8.0	8.6	8.5	8.7	9.1

Source: PBS, various years, *Pakistan Labour Force Survey*

Table A10: Unemployment rate by educational attainment (%)

Level of education	2001-02	2003-04	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13
Less than one year of education*									
Both sexes	6.9	6.0	5.5	4.8	5.3	3.4	5.1	3.8	3.0
Male	4.5	4.2	4.1	3.5	5.3	3.0	5.2	3.8	2.8
Female	14.8	11.1	8.7	7.6	5.8	5.6	4.3	3.5	4.0
Pre primary education**									
Both sexes	7.2	7.4	5.2	4.6	4.3	3.6	4.3	4.0	5.0
Male	6.8	7.1	4.8	4.2	4.3	2.5	4.3	3.8	4.9
Female	13.3	12.4	9.7	8.3	4.0	11.9	4.1	5.4	5.2
Primary but below middle									
Both sexes	7.4	6.3	6.0	4.3	4.5	4.6	4.4	4.9	5.2
Male	6.4	5.3	5.5	3.7	3.7	3.9	3.7	4.1	4.5
Female	19.0	16.5	9.8	9.6	11.6	10.2	9.5	10.3	10.0
Middle but below matric									
Both sexes	9.3	8.8	5.8	5.4	4.7	5.5	5.0	5.9	6.4
Male	8.4	8.5	5.5	5.0	4.2	5.2	4.5	5.2	7.6
Female	23.1	15.4	10.5	10.9	12.5	10.9	12.1	14.8	15.1
Matric but below intermediate									
Both sexes	9.7	10.4	7.6	6.2	6.5	6.3	6.2	7.9	8.2
Male	8.2	9.4	6.9	5.3	5.3	5.0	5.0	6.4	6.7
Female	25.3	20.9	14.6	15.3	20.9	21.3	18.0	22.2	20.7
Intermediate but below degree									
Both sexes	10.0	11.2	8.1	6.5	6.8	7.3	8.0	10.8	9.5
Male	8.3	9.8	6.9	5.6	5.5	5.7	5.8	8.3	7.5
Female	20.3	22.0	16.5	13.9	18.3	19.6	23.9	26.8	24.3
Degree									
Both sexes	8.5	8.8	7.0	5.4	4.9	6.2	8.3	8.7	10.6
Male	7.4	7.2	5.9	4.6	3.5	4.2	5.8	6.3	7.6
Female	15.3	17.1	12.5	9.7	12.9	15.1	19.5	19.3	22.1

Source: PBS, various years, *Pakistan Labour Force Survey*

* Includes "No formal education"

** Includes "Nursery but below K.G." and "K.G. but below primary".

Table A11: Percentage distribution of employed persons with technical/vocational training by major occupational groups

Occupation	2001-02	2003-04	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13
Legislators	10.7	10.7	14.3	13.4	6.3	6.8	5.3	4.7	4.5
Professionals	8.1	3.9	5.5	7.2	1.4	1.3	1.1	1.5	2.1
Technicians	21.5	14.5	24.7	28.1	7.9	6.9	6.4	5.9	5.8
Clerk	3.6	3.6	5.8	4.4	1.7	1.2	0.8	0.8	0.8
Service workers	2.3	2.8	4.5	2.3	3.3	3.0	3.7	3.6	3.7
Agriculture and fishery workers	5.9	7.3	5.8	6.3	7.2	11.1	8.4	8.6	8.2
Craft and trade workers	28.8	41.5	22.8	26.4	55.8	50.3	52.1	51.4	50.8
Plant and machine operators	15.9	10.8	14.1	10.3	13.6	15.5	16.8	16.6	18.9
Elementary Occupations	3.3	4.9	2.6	1.7	2.8	3.9	5.3	6.9	5.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: PBS, various years, *Pakistan Labour Force Survey*

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