

EMPLOYMENT TRENDS

2018

PAKISTAN



Government of Pakistan
Ministry of Statistics
Pakistan Bureau of Statistics

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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 current and 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 8th SDG, target 8.5). 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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March 2019

CONTENTS

Foreword	2
Contents	3
Concepts and Definitions	4
1. Employment Trends-An Overview	6
2. Employment-to-Population Ratio	9
3. Vulnerable Employment	10
4. Excessive Hours Worked	14
5. Wages and Salaried Employment	17
 Annexure-I	 20
Sustainable Development Goal 8	21
Key Indicators of the Labour Market	22
Decent Work Indicators	22-23
 Annexure-II	 24
Table A1: Employment-to-Population Ratios by Province and Age	25
Table A2: Selected Indicators of Employed by Sector 2017-18	25
Table A3: Population and Labour Force (Millions)	26
Table A4: Vulnerable Employment by Age group and Sex (% & Million)	26
Table A5: Percentage Distribution of Employed by Sector and Sex	27
Table A6: Percentage Distribution of Employed by Employment Status, Sector and Sex	28-29
Table A7: Percentage Distribution of Employed by Hours of Work and Sex	30
Table A8: Share of the employed persons working excessive Hours by Sector	30-31
Table A9: Percentage Distribution of the Enrolled Population of Age 15 years and Above by Education Attainment Level	31
Table A10: Unemployment Rate by Educational Attainment	32
Table A11: Percentage Distribution of Employed Persons with Technical/Vocational Training by Major Occupational Groups	32
 Figure-1 Selected Indicators by Sector 2017-18	 11
Figure-2 Share in Status Group of Wage and Salaried Employment	18

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 who 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)-2015 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.

14. **Excessive hours worked** means the employed persons working 50 hours and more during the reference period.

1. Employment Trends-An Overview

1.1 Table-1 below charts out the time series of the last nine (9) years (2006-07 to 2017-18) 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	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13	2013-14	2014-15	2017-18
Labour force participation rate									
Both sex	52.5	52.5	53.1	53.5	53.4	53.1	53.1	53.3	51.9
Male	83.1	82.4	82.0	81.7	81.9	81.1	81.0	81.4	81.1
Female	21.3	21.8	23.1	24.1	24.4	24.3	25.0	25.0	22.8
Employment-to-population ratio									
Both sex	49.8	49.9	50.3	50.7	50.4	49.9	50.1	50.2	48.9
Male	79.6	79.1	78.5	78.3	78.0	77.0	77.3	77.5	77.2
Female	19.4	19.9	21.0	21.9	22.2	22.1	22.8	22.7	20.9
Unemployment rate									
Both sex	5.1	5.0	5.2	5.3	5.7	6.0	5.6	5.8	5.7
Male	4.2	4.0	4.2	4.1	4.8	5.1	4.6	4.7	4.9
Female	8.6	8.7	9.0	9.2	9.0	9.1	8.9	9.2	8.5
Share of industry in total EMP									
Both sexes	21.4	20.6	21.0	21.4	21.8	22.8	22.9	23.2	24.0
Male	23.5	22.7	23.1	24.1	24.6	26.2	25.8	25.7	26.0
Female	12.6	12.2	12.7	11.6	11.5	11.3	13.1	14.6	16.6
Share of agriculture in total EMP									
Both sexes	42.0	42.8	43.3	43.4	43.5	42.2	42.2	41.0	37.4
Male	35.0	35.2	35.7	35.2	34.9	33.1	33.2	32.0	29.6
Female	71.4	73.8	72.7	73.9	74.2	74.9	72.9	71.8	66.1
Share of services in total EMP									
Both sexes	36.6	36.6	35.7	35.2	34.7	35.0	34.9	35.8	38.6
Male	41.5	42.2	41.2	40.7	40.5	40.7	41.0	42.3	44.4
Female	16.0	13.9	14.6	14.5	14.2	13.8	14.0	13.6	17.3
Share of wage and salaried workers in total EMP									
Both sexes	38.3	37.1	36.8	36.5	36.9	39.7	39.8	39.4	42.9
Male	41.5	40.6	40.5	40.7	41.2	43.8	43.5	43.5	46.8
Female	25.1	22.9	22.6	20.8	21.6	24.9	27.0	25.3	29.0
Share of own account workers in total EMP									
Both sexes	36.0	35.9	34.8	35.6	36.3	34.9	36.6	37.2	35.7
Male	41.1	41.2	40.1	41.3	41.8	40.1	41.6	41.8	39.9
Female	14.3	13.9	14.0	14.5	16.6	15.9	19.6	21.5	20.6
Share of EMP in the informal economy									
Both sexes	71.5	72.4	73.0	72.9	73.5	73.3	73.3	72.3	71.4
Male	71.6	72.4	73.1	73.0	73.9	73.6	73.4	72.2	71.5
Female	69.9	71.7	71.6	72.7	70.6	70.9	72.5	72.9	70.7
Share of EMP working 50 hours or more									
Both sexes	40.0	39.3	38.0	39.5	38.5	36.3	39.3	39.1	37.8
Male	47.8	47.0	46.3	48.0	46.9	44.4	48.4	48.1	46.0
Female	7.7	7.6	6.0	7.8	8.4	7.3	8.7	8.1	7.4
Share of EMP in agriculture working 50 hours or more*									
Both sexes	29.3	28.5	26.6	28.7	28.6	24.3	29.4	26.5	23.7
Male	40.4	40.0	38.5	41.3	41.0	36.0	43.5	40.0	34.3
Female	6.4	6.1	4.0	6.4	7.7	5.9	7.5	5.9	6.3
Share of EMP in trade working 50 hours or more*									
Both sexes	70.3	69.5	68.8	70.1	67.7	67.1	69.2	69.8	68.0
Male	71.5	70.5	69.5	71.1	68.4	67.8	69.7	70.5	68.7
Female	30.0	32.6	32.9	35.7	35.3	38.2	39.6	39.2	37.9

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

1.2 **Labour Force Participation Rate** marginally increases from 52.5% at the beginning of the series in 2006-07 and hovers around in its proximity till the end of the period

(51.9% in 2017-18). Likewise *Participation rates of males* remains in the close vicinity of 81% during the period with higher start in 2006-07 (83.1%). *Females participation Rates* remains steady of one-fourth (21.3%) of males participation rates in 2006-07 till the end of the series (22.8%) in 2017-18.

1.3 ***Employment to Population ratio*** declines a bit from 49.8% in 2006-07 to 48.9% in 2017-18 and remains in the proximity of 50% during the rest of the period. The size of the employment ratio for males scales down from 79.6% in 2006-07 to 77.2% in 2017-18. Ratio of females employment ratio signify increasing trend during the period 2006-07 to 2014-15 and decline a bit in the year 2017-18..

1.4 ***Unemployment rate*** constitutes rising curve from (5.1%) in 2006-07 to (5.7%) in 2011-12 and lose stem in the last three years. Males and females unemployment rates make the similar pattern, however the latters are higher than formers. The distance between males and females unemployment rates does not seem to be shrinking during the period.

1.5 ***Share of industry in total employment*** sets out at 21.4% in 2006-07, makes a rising trend to ends up at higher level (24%) in 2017-18. Share of males rises from 23.5% to 26.0% while share of female increases from 12.6% in 2006-07 to 16.6% in 2017-18.

1.6 ***Share of agriculture in total employment*** charts a mildly increasing trend from 42.0% in 2006-07 to peak at 43.5% in 2010-11 and end up at lower level (37.4%) in 2017-18. Males share seems higher at the start (35.0% in 2006-07) and ends up lower (29.6%) at the end (2017-18) of the time series.. Females share, faring about two times higher than males shares, make a rising series from 71.4% in 2006-07 to 74.9% in 2012-13 and follows decline pattern in the rest of the series till 2017-18.

1.7 ***Share of services in total employment*** make a rising series from 36.6% in 2006-07 to 38.6% in 2017-18 with a sort of sagging curvature in the middle. Share of males rises from 41.5% in 2006-07 to (44.4%) in 2017-18 while approximate at the middle. The corresponding shares of females scale down during periods 2006-07 (16.0%) and 2014-15 (13.6%) while gain steam in 2017-18 (17.3%).

1.8 ***Share of wage and salaried workers in total employment*** bespeaks of rise from 38.3% in 2006-07 to 42.9% in 2017-18 with fits and start in between. The share of male make smooth increasing trend and rises from (41.5%) in 2006-07 to 46.8% in 2017-18 while share of female make a mix pattern, high in both ends and lower in the middle.

1.9 ***Share of own-account workers in total employment*** make a sort of varying series, with fits and starts, between 2006-07 (36.0%) and 2017-18 (35.7%). 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*** levels at the ends from 71.5% in 2006-07 to 71.4% in 2017-18 while mixed trend high and low in the middle. The corresponding shares by males (71.6%, 71.5%) level same during the period 2006-07 to 2017-18 while the share of females (69.9%, 70.7%) show a marginal variation during the comparative periods 2006-07 vs 2017-18.

1.11 ***Share of employment working fifty (50) or more hours*** declines from 40.0% in 2006-07 to 37.8% in 2017-18 during the period, though, with a bit irregular curvature. Share by males and females point up similar pattern however, the latter's curvature is more consistent relatively. Further, males share is six times more than the corresponding shares of females.

1.12 ***Share of employment in agriculture working fifty (50) or more hours*** make a sort of declining series between 2006-07 (29.3%) and 2017-18 (23.7%). The corresponding shares by males (40.4%, 34.3%) and females (6.4%, 6.3%) make the end points of the similar curves.

1.13 *Share of employment in trade working fifty (50) or more hours* falls from 70.3% in 2006-07 to 68.0% 2017-18 with mix pattern in between. Shares by males and females form the similar patterns with slight variations. Males share fare less than 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	2014-15				2017-18			
	KPK	Punjab	Sindh	Baloch-istan	KPK	Punjab	Sindh	Baloch-istan
Labour force participation rate								
Both sex	44.3	55.9	51.7	54.3	42.7	55.1	50.0	49.4
Male	74.7	81.5	83.9	83.5	75.7	82.0	81.9	82.5
Female	16.6	31.0	15.8	20.5	13.2	29.6	14.0	9.7
Employment-to-population ratio								
Both sex	40.8	52.5	49.2	52.1	39.6	52.0	47.5	47.5
Male	70.5	77.3	80.8	81.1	70.5	77.9	78.7	80.2
Female	13.9	28.6	14.0	15.9	11.9	27.3	12.3	8.0
Unemployment rate								
Both sex	7.9	6.0	4.8	3.9	7.3	5.7	5.0	4.0
Male	5.8	5.2	3.7	2.8	6.9	5.0	4.0	2.7
Female	16.7	7.8	11.3	9.3	9.2	7.7	11.8	17.3
Share of industry in total employment								
Both sexes	24.3	23.5	22.9	18.9	26.0	25.0	22.2	13.4
Male	27.1	27.0	24.7	14.7	28.2	28.0	23.0	13.3
Female	11.2	14.2	11.3	40.1	14.0	17.0	16.2	14.2
Share of agriculture in total employment								
Both sexes	33.6	43.6	37.6	41.8	31.7	39.0	35.8	39.0
Male	25.1	32.7	31.6	39.7	24.8	29.0	31.9	37.0
Female	72.5	72.1	74.8	52.8	67.9	66.3	64.1	63.5
Share of services in total employment								
Both sexes	42.1	32.9	39.5	39.3	42.4	35.9	42.0	47.6
Male	47.3	40.2	43.7	45.6	47.0	43.0	45.1	49.7
Female	16.3	13.6	13.9	7.1	18.1	16.7	19.7	22.2
Share of wage and salaried workers in total employment								
Both sexes	42.1	37.8	43.3	34.9	43.5	40.6	49.3	40.3
Male	47.8	41.6	46.7	39.0	48.2	44.8	51.2	41.7
Female	16.1	27.7	21.6	14.1	19.0	29.0	35.7	23.5
Share of own account workers in total employment								
Both sexes	42.4	36.7	35.0	41.5	38.3	35.8	33.5	40.0
Male	42.2	42.7	39.1	44.0	39.3	41.3	36.8	42.2
Female	43.1	21.0	8.5	29.0	33.0	21.1	10.1	13.6
Share of EMP in the informal sector								
Both sexes	77.3	74.2	65.9	70.0	77.3	73.2	64.7	66.4
Male	78.9	74.1	66.0	67.1	78.8	73.1	64.9	66.9
Female	58.0	74.7	63.8	88.3	59.1	74.0	61.6	57.0
Share of EMP working 50 hours or more								
Both sexes	25.9	37.6	48.0	42.3	32.8	37.9	40.5	34.6
Male	31.1	49.3	53.0	43.6	38.5	49.2	44.5	37.1
Female	2.4	7.0	9.4	35.9	2.7	7.2	12.0	4.6
Share of employment in agriculture working 50 hours or more*								
Both sexes	10.0	25.8	31.2	43.3	11.0	23.0	30.3	28.2
Male	16.2	42.6	40.5	46.7	16.3	37.3	35.6	31.5
Female	0.1	5.7	5.6	30.3	0.9	6.0	11.6	4.9
Share of employment in trade working 50 hours or more*								
Both sexes	48.8	72.9	75.4	56.3	62.5	71.6	64.2	58.9
Male	48.9	74.1	75.5	56.5	62.8	72.7	64.5	59.0
Female	40.8	38.3	53.5	36.9	32.3	38.5	35.2	46.5

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	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13	2013-14	2014-15	2017-18
15 years & above									
Both sexes	49.8	49.9	50.3	50.7	50.4	50.0	50.0	50.2	48.9
Male	79.6	79.1	78.5	78.3	78.0	77.0	77.3	77.5	77.2
Female	19.4	19.9	21.0	21.9	22.2	22.1	22.6	22.7	20.9
15-24 years									
Both sexes	40.9	40.3	40.6	41.1	39.6	39.0	41.0	37.6	36.9
Male	64.2	62.3	61.4	61.3	59.5	58.2	62.2	56.4	56.3
Female	16.8	17.1	18.3	18.8	18.8	18.4	19.3	16.7	17.0
South Asia (15+)	2007	2008	2009	2010	2011	2012	2013	2014	2017-18
Both sexes	57.1	56.4	55.5	54.9	55.0	55.0	53.9	53.9	53.9
Male	79.6	79.1	78.5	78.5	78.5	78.5	77.7	77.8	77.8
Female	33.5	32.5	31.3	30.2	30.3	30.4	29.1	29.1	29.1
East Asia (15+)									
Both sexes	71.3	70.6	70.3	70.3	70.1	69.9	67.5	67.5	67.5
Male	76.8	76.1	75.8	75.8	75.6	75.5	73.9	73.9	73.9
Female	65.6	64.8	64.5	64.6	64.3	64.1	60.9	60.9	60.9

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

2.2 **Employment to population ratio** tends to increase from 49.8% in 2006-07 to 50.7% in 2009-10 and decelerates thereafter to end up 48.9% in 2017-18. By gender, a sort of decrease obtains for males from 2006-07 to 2012-13 and a sort of decline is observed in the year 2017-18. However, employment to population ratio of males is about three to four times of that female which is at variance with the cause of gender equity. The Gap is closing with the passage of time.

2.3 **Youth (15-24 years) employment to population ratio** seems to waving down from 40.9% at beginning of the period (2006-07) to a level of 36.9% at the end (2017-18) of the period. Similar curvature is made in the case of males and females Again, figures for males are more than double of the corresponding figures for females. 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	2014-15				2017-18			
	KPK	Punjab	Sindh	Baloch-istan	KPK	Punjab	Sindh	Baloch-istan
15 years & above								
Both sexes	40.8	52.5	49.2	52.1	39.6	52.0	47.5	47.5
Male	70.3	77.3	80.8	81.1	70.5	77.9	78.7	80.2
Female	13.9	28.6	14.0	18.6	11.9	27.3	12.3	8.0
15-24 years								
Both sexes	25.3	25.9	26.5	21.2	29.6	39.2	36.5	36.1
Male	26.3	24.7	26.3	20.0	51.3	56.7	58.4	56.7
Female	21.0	29.1	27.3	27.4	9.3	22.7	9.3	6.7

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.

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

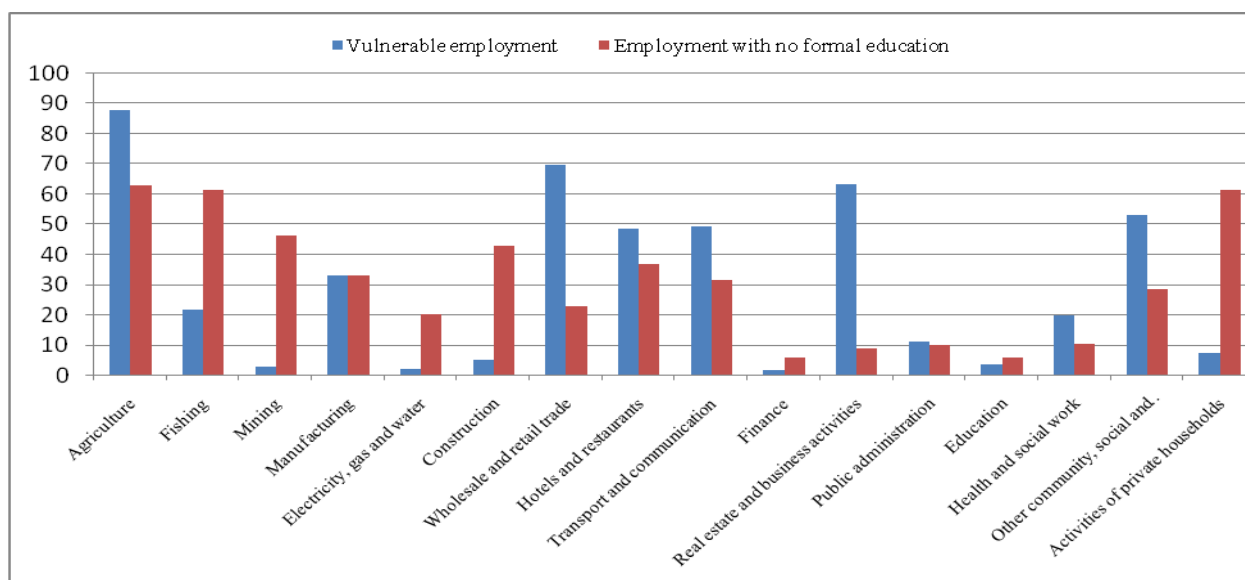
Sectors	2012-13	2013-14	2014-15	2017-18
All sectors				
Both sexes	59.0	59.2	59.7	55.6
Male	54.6	55.1	54.7	51.5
Female	75.0	73.0	74.6	70.9
Agriculture				
Both sexes	88.3	87.3	88.3	87.8
Male	88.6	88.1	89.4	87.4
Female	87.7	86.0	86.6	88.4
Fishing				
Both sexes	32.2	27.2	35.2	21.6
Male	30.2	27.1	35.2	20.8
Female	75.3	49.5	-	100.0
Mining				
Both sexes	6.8	12.1	16.1	2.7
Male	6.9	11.8	16.2	2.7
Female	-	-	-	-
Manufacturing				
Both sexes	33.6	33.8	37.1	32.9
Male	28.4	27.4	28.9	26.6
Female	59.5	59.3	68.0	55.9
Electricity, gas and water				
Both sexes	2.8	1.1	-	2.0
Male	2.8	1.1	-	2.0
Female	-	-	-	-
Construction				
Both sexes	6.0	6.0	6.3	5.1
Male	5.9	5.9	6.3	5.1
Female	11.6	14.6	3.1	6.3
Wholesale and retail trade				
Both sexes	74.5	74.2	73.4	69.6
Male	74.1	74.0	73.1	69.2
Female	91.3	81.2	88.8	86.9
Hotels and restaurants				
Both sexes	55.8	51.2	51.6	48.6
Male	55.5	50.6	51.1	48.0
Female	67.2	82.4	68.8	69.4
Transport and communication				
Both sexes	40.8	49.6	47.0	49.4
Male	40.9	49.7	50.2	49.6
Female	35.5	43.2	16.5	14.1
Finance				
Both sexes	1.1	2.5	2.1	1.5
Male	1.0	2.6	2.1	1.6
Female	2.2	-	-	-
Real estate and business activities				
Both sexes	77.7	72.0	73.4	63.4
Male	78.3	72.6	73.6	63.6
Female	41.3	-	59.9	20.3

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

Sectors	2012-13	2013-14	2014-15	2017-18
Public administration				
Both sexes	0.2	0.1	0.1	11.0
Male	0.2	0.1	0.1	11.0
Female	-	1.9	-	10.6
Education				
Both sexes	4.6	3.6	4.4	3.3
Male	3.8	2.3	3.1	2.5
Female	6.0	5.5	6.4	4.6
Health and social work				
Both sexes	25.5	23.6	24.2	19.6
Male	30.9	27.0	27.7	23.0
Female	11.1	12.9	13.4	11.6
Other community, social and personal services activities				
Both sexes	49.9	39.8	40.5	53.2
Male	50.1	46.3	46.0	52.4
Female	47.4	15.3	18.1	59.6
Activities of private households				
Both sexes	3.5	4.0	4.4	7.1
Male	5.0	2.4	2.0	2.3
Female	2.2	5.1	6.0	10.6

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

Figure 1: Selected indicators by sector, 2017-18 (%)



3.2 Share of vulnerable employment declining trajectory from 59.0% in 2012-13 to 55.6% in 2017-18. Males and females share decline during the comparative periods. Further, females are more prone to land in vulnerable employment as figures for females are higher than corresponding figures for males.

3.3 As for sectoral share of vulnerable employment, more than eighty (80) percent of *agricultural employment* is vulnerable, more in the case of males than females.

3.4 About three fourth of employment in *wholesale and retail trade* is vulnerable, more in the case of females than males. Vulnerability is receding as a whole, more for males than in the case of females.

3.5 About fifty (50) percent of employment in *hotel restaurants* is vulnerable, seems to be on decline though erratically. Similar curvature obtains for males while shares of females

seem to be trending up. Further the shares of males are quite lower than corresponding figures for females.

3.6 Similarly, more than three-fifth of the employment in *real estate and business* is vulnerable with declining trend during the comparative periods. Share by gender form comparable trend down the time lane. However, shares of males are three times higher than the corresponding shares of females.

3.7 More than (50) percent share of vulnerable employment in *other community, social and personal services* 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.

3.8 More than two-fifth of *transport and communication* comprise vulnerable employment during the tabulated period. A sort of increase is observed in the year 2017-18 (49.4%) compared to the previous year 2014-15 (47.0). Comparable profile obtains by gender curve down during the comparative periods. However, shares of males are higher than the corresponding shares of females.

3.9 Share of vulnerable employment in *manufacturing* curves down and about one third of sector's employment during the period under consideration. Change down the time lane is wavy. Similar configuration is made in the case of males and a female, though, the shares of latter is higher than the corresponding share of the former.

3.10 Vulnerable employment in *health & social work* decrease from (25.5%) in 2012-13 to (19.6%) in 2017-18. By gender, variations are more significant in male while female follow suit during the comparative periods.

3.11 Share of vulnerable employment in the *activities of private households* range from one twelfths at the beginning and about one in fourteen at the end of the tabulated period. Shares of males are on decline a bit flatly down the time lane except for female which seem to be trending up.

3.12. Vulnerable employment in *fishing* curve down from (35.2%) in 2014-15 to (21.6%) in year 2017-18. Similarly configuration obtains in the case of males while significant increase 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.

3.13 *Mining* appears to male domain. Vulnerable employment decreases from (16.1%) in 2014-15 to (2.7%) in 2017-18. Males depict the similar trajectory during the tabulated period.

3.14 Share of vulnerable employment in *construction* shows a bit variation and fare down from (6.3%) in 2014-15 to (5.1%) in 2017-18. A decreasing trend is suggested throughout the period with erratic curvature both as a whole and by males, while increase is observed in the share of females in the year 2017-18 Overall share of females are higher than the corresponding shares of males.

3.15 The last significant category is *education*, reflects a sort of decreasing share of vulnerable employment. The shares of vulnerable employment hover around one-twenty-fifth of sector's employment. Similar trends line obtains by gender. However, females share are more than twice of the corresponding shares of males.

3.16 *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	2014-15				2017-18			
	KPK	Punjab	Sindh	Baloch-istan	KPK	Punjab	Sindh	Baloch-istan
All sectors								
Both sexes	56.6	60.3	55.4	69.3	54.3	58.1	49.5	57.7
Male	50.6	55.9	51.8	64.6	49.3	53.4	47.4	56.1
Female	83.8	71.9	78.2	92.7	80.8	70.9	64.3	76.5
Agriculture								
Both sexes	95.7	85.7	91.7	94.3	94.7	87.7	84.6	90.5
Male	93.1	87.7	91.0	92.7	92.1	87.6	85.0	89.4
Female	99.9	83.2	93.5	100.0	99.8	87.8	83.1	98.3
Fishing								
Both sexes	100.0	47.6	29.9	40.0	100.0	38.7	25.7	5.7
Male	100.0	47.6	29.4	40.0	100.0	38.7	24.6	5.7
Female	-	-	-	-	-	-	100.0	-
Mining								
Both sexes	15.6	24.9	-	16.8	3.8	-	0.8	3.8
Male	15.6	24.9	-	16.8	3.8	-	0.8	3.8
Female	-	-	-	-	-	-	-	-
Manufacturing								
Both sexes	43.4	37.4	26.3	88.2	39.9	34.8	22.8	61.2
Male	34.6	29.7	22.4	73.1	30.5	28.6	18.5	55.0
Female	85.5	-	64.2	98.2	82.3	53.3	54.1	88.6
Electricity, gas and water								
Both sexes	-	-	-	-	7.9	1.7	0.6	-
Male	-	-	-	-	7.9	1.7	0.6	-
Female	-	-	-	-	-	-	-	-
Construction								
Both sexes	3.0	6.1	7.9	13.8	4.4	5.7	4.1	5.2
Male	3.0	6.1	7.9	13.9	4.3	5.7	4.0	5.3
Female	-	4.3	-	3.4	7.5	4.5	10.1	-
Wholesale and retail trade								
Both sexes	76.9	71.8	71.8	88.3	71.2	70.8	63.5	83.3
Male	76.8	71.3	71.8	88.3	71.1	70.3	63.2	83.3
Female	93.6	88.9	77.2	94.9	79.0	86.9	89.3	92.3
Hotels and restaurants								
Both sexes	50.5	60.2	37.7	62.7	46.2	53.7	40.9	34.0
Male	50.5	59.4	37.8	62.7	46.2	52.9	40.6	33.9
Female	100	78.0	31.5	-	47.7	76.2	51.7	100.0
Transport and communication								
Both sexes	48.9	57.3	39.6	40.7	59.5	55.2	34.2	30.5
Male	48.9	57.3	39.8	40.5	59.5	55.5	34.3	30.5
Female	-	25.0	5.4	100	51.5	9.2	16.4	-
Finance								
Both sexes	2.0	3.1	1.0	-	2.4	0.3	3.6	-
Male	2.1	3.2	1.1	-	2.6	0.3	3.7	-
Female	-	-	-	-	-	-	-	-
Real estate and business activities								
Both sexes	80.4	71.3	73.2	96.0	83.2	61.1	63.9	57.0
Male	80.4	71.6	73.2	96.0	83.2	61.5	63.9	55.6
Female	-	59.2	-	-	-	-	-	100.0
Public administration								
Both sexes	-	-	-	0.31	8.3	15.1	6.5	2.9
Male	-	-	-	0.31	8.4	15.1	6.6	2.9
Female	-	-	-	-	-	14.6	-	-
Education								
Both sexes	0.4	7.1	1.9	-	0.6	5.1	2.0	0.6
Male	0.1	5.9	1.7	-	0.3	4.0	2.3	0.7
Female	1.2	8.3	2.5	-	1.1	6.1	1.1	-

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

Sectors	2014-15				2017-18			
	KPK	Punjab	Sindh	Baloch-istan	KPK	Punjab	Sindh	Baloch-istan
Health and social work								
Both sexes	15.3	34.1	9.8	3.6	19.1	23.9	12.3	13.4
Male	18.6	38.8	10.9	4.5	22.4	27.9	15.4	17.7
Female	-	19.6	6.5	-	8.9	16.0	4.0	1.6
Other community, social and personal services activities								
Both sexes	36.5	42.1	36.4	46.9	43.7	59.8	39.1	36.5
Male	43.7	49.0	49.9	49.0	43.6	59.3	38.3	36.5
Female	39.0	18.1	12.8	20.0	44.7	62.9	50.4	28.8

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 indicates 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	2012-13	2013-14	2014-15	2017-18
Agriculture				
Both sexes	28.3	31.0	27.5	23.2
Male	26.6	29.4	26.3	21.8
Female	59.9	62.3	52.9	55.9
Fishing				
Both sexes	0.3	0.3	0.3	0.2
Male	0.3	0.3	0.3	0.3
Female	0.2	-	-	-
Mining				
Both sexes	0.1	0.1	0.1	0.2
Male	0.1	0.1	0.1	0.2
Female	0.1	-	-	-
Manufacturing				
Both sexes	16.3	15.5	18.6	18.3
Male	16.4	15.7	17.2	18.3
Female	15.4	12.4	25.4	18.3
Electricity, gas and water				
Both sexes	0.4	0.4	0.4	0.4
Male	0.4	0.4	0.4	0.4
Female	0.1	0.2	-	-
Construction				
Both sexes	4.2	3.7	4.6	5.0
Male	4.3	3.9	4.8	5.2
Female	0.8	0.5	0.3	0.9
Wholesale and retail trade				
Both sexes	27.2	26.2	26.7	27.2
Male	28.0	27.2	27.7	28.1
Female	8.1	7.6	6.9	8.0
Hotels and restaurants				
Both sexes	3.1	3.0	3.1	3.8
Male	3.2	3.1	3.2	3.9
Female	0.3	0.5	0.9	0.7

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

Sector	2012-13	2013-14	2014-15	2017-18
Transport and communication				
Both sexes	9.9	9.5	9.8	11.2
Male	10.3	9.9	10.2	11.7
Female	0.5	1.2	0.8	1.0
Finance				
Both sexes	0.3	0.3	0.4	0.3
Male	0.5	0.4	0.4	0.3
Female	0.3	0.2	0.5	0.4
Real estate and business activities				
Both sexes	0.4	0.5	0.6	0.6
Male	0.2	0.5	0.6	0.7
Female	0.1	-	0.2	-
Public administration				
Both sexes	1.8	1.5	1.5	2.8
Male	1.8	1.6	1.6	2.9
Female	-	0.1	0.2	0.8
Education				
Both sexes	1.3	1.4	1.2	1.1
Male	1.3	0.1	1.0	1.1
Female	2.2	1.8	2.1	1.7
Health and social work				
Both sexes	1.2	1.2	1.3	1.3
Male	1.2	0.1	1.2	1.1
Female	2.5	3.0	2.3	4.7
Other community, social and personal services activities				
Both sexes	4.4	4.7	4.3	2.9
Male	4.2	5.2	5.6	3.0
Female	9.3	10.0	9.5	1.9
Activities of private households				
Both sexes	-	-	-	1.3
Male	-	-	-	1.2
Female	-	-	-	5.6

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

4.2 **Agriculture** account for *about one-fourth* of the excessive hours worked. In overall decrease is noticed in the year 2017-18 (23.2%) against the previous survey 2014-15 figure (27.5%) and obtains the same pattern by gender as well. Females are more exposed to excessive hours work than males.

4.3 **Wholesale retail trade** claims more than *one-fourth* of excessive hours worked. Shares at the beginning (27.2% in 2012-13) with the end (27.2% in 2017-18) of tabulated period follow no change. Similar scenario obtains by gender however, shares of males are more than four times of the corresponding shares of females.

4.4 **Transport & communication** share *about one-tenth* of the excessive hours worked. Shares at the beginning (2012-13) and end (2017-18) of the tabulated periods suggest rising to end (11.2%). 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 make mix trend during the comparative periods.

4.5 **Other community, social & personal services** Shares at the beginning (4.4% in 2012-13) and the end (2.9% in 2017-18) of the tabulated period indicate declining trend.

Similar configuration is indicated by gender. However, females seem to be more likely to work excessive hours as compared to males except in 2017-18.

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

4.7 **Public administration** constitutes about *two (2) percent* of the excessive hours worked. There seems to be decreasing trend except in 2017-18 where it goes up during 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 an increasing trend, except for females where decline is observed. 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	2014-15				2017-18			
	KPK	Punjab	Sindh	Baloch-istan	KPK	Punjab	Sindh	Baloch-istan
Agriculture								
Both sexes	13.0	29.9	23.6	41.8	10.7	23.7	26.0	30.3
Male	13.1	28.3	23.0	41.8	10.5	22.0	24.7	30.0
Female	4.3	59.2	44.8	44.5	23.2	55.4	61.7	67.0
Fishing								
Both sexes	-	-	0.8	1.1	-	-	0.7	1.4
Male	-	-	0.9	1.1	-	-	0.8	1.5
Female	-	-	-	-	-	-	-	-
Mining								
Both sexes	-	0.1	-	0.6	0.3	0.0	0.3	1.2
Male	-	0.1	-	0.7	0.3	0.0	0.3	1.3
Female	-	-	-	-	-	-	-	-
Manufacturing								
Both sexes	12.7	17.7	20.2	13.1	14.3	20.4	16.4	6.4
Male	12.9	17.8	20.0	6.5	14.2	20.5	16.5	6.4
Female	3.6	16.9	29.3	53.2	18.2	19.4	15.0	6.6
Electricity, gas and water								
Both sexes	0.6	0.2	0.8	0.3	0.6	0.2	0.7	0.5
Male	0.6	0.2	0.8	0.3	0.6	0.2	0.7	0.5
Female	0.6	-	0.9	-	-	-	-	-

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

Sectors	2014-15				2017-18			
	KPK	Punjab	Sindh	Baloch-istan	KPK	Punjab	Sindh	Baloch-istan
Construction								
Both sexes	2.0	3.7	5.9	3.5	10.1	4.5	4.4	3.1
Male	2.0	3.9	6.1	3.9	10.1	4.7	4.5	3.1
Female	-	-	0.9	0.6	6.0	0.5	1.5	-
Wholesale and retail trade								
Both sexes	41.5	27.3	25.5	22.9	29.1	27.2	26.4	29.7
Male	41.9	28.3	26.1	26.5	29.3	28.2	27.2	29.8
Female	17.4	8.9	2.9	0.9	12.3	8.7	4.3	18.6
Hotels and restaurants								
Both sexes	3.5	2.4	4.2	3.5	3.4	3.7	3.5	7.6
Male	3.5	2.5	4.2	8.1	3.4	3.9	3.6	7.6
Female	-	-	2.9	-	-	0.5	1.2	-
Transport and communication								
Both sexes	20.2	8.8	8.9	7.0	18.6	10.0	10.9	13.7
Male	20.5	9.3	9.1	8.1	18.8	10.5	11.2	13.8
Female	4.5	0.5	4.3	0.2	4.0	0.9	1.0	-
Finance								
Both sexes	0.2	0.3	1.0	0.2	0.1	0.3	0.4	0.1
Male	0.2	0.3	1.0	0.2	0.1	0.3	0.4	0.1
Female	-	0.3	-	-	-	0.3	0.8	-
Real estate and business activities								
Both sexes	0.6	0.7	0.5	0.1	0.2	0.7	0.6	0.7
Male	0.6	0.8	0.5	0.1	0.2	0.8	0.6	0.7
Female	-	0.3	-	-	-	-	-	-
Public administration								
Both sexes	2.5	0.9	2.4	3.1	3.8	2.4	3.5	1.9
Male	2.5	0.9	2.4	3.6	3.8	2.5	3.5	1.9
Female	-	0.4	1.0	-	-	0.6	1.2	1.5
Education								
Both sexes	2.1	0.9	1.2	1.1	3.2	0.8	1.1	0.4
Male	1.8	1.0	1.1	1.2	3.1	0.8	1.0	0.4
Female	16.8	1.7	4.8	0.2	9.1	1.4	1.8	-
Health and social work								
Both sexes	2.6	0.9	2.7	0.3	2.0	1.1	1.6	0.7
Male	2.3	0.9	0.6	0.3	1.8	1.0	1.3	0.6
Female	18.9	1.9	2.7	0.1	19.1	2.8	9.3	3.2
Other community, social and personal services activities								
Both sexes	8.7	8.7	3.6	1.9	2.6	3.4	2.0	1.6
Male	8.1	5.8	3.4	1.9	2.7	3.5	2.1	1.6
Female	8.9	8.9	5.6	-	-	2.3	0.8	-

5. Wages and salaried employment

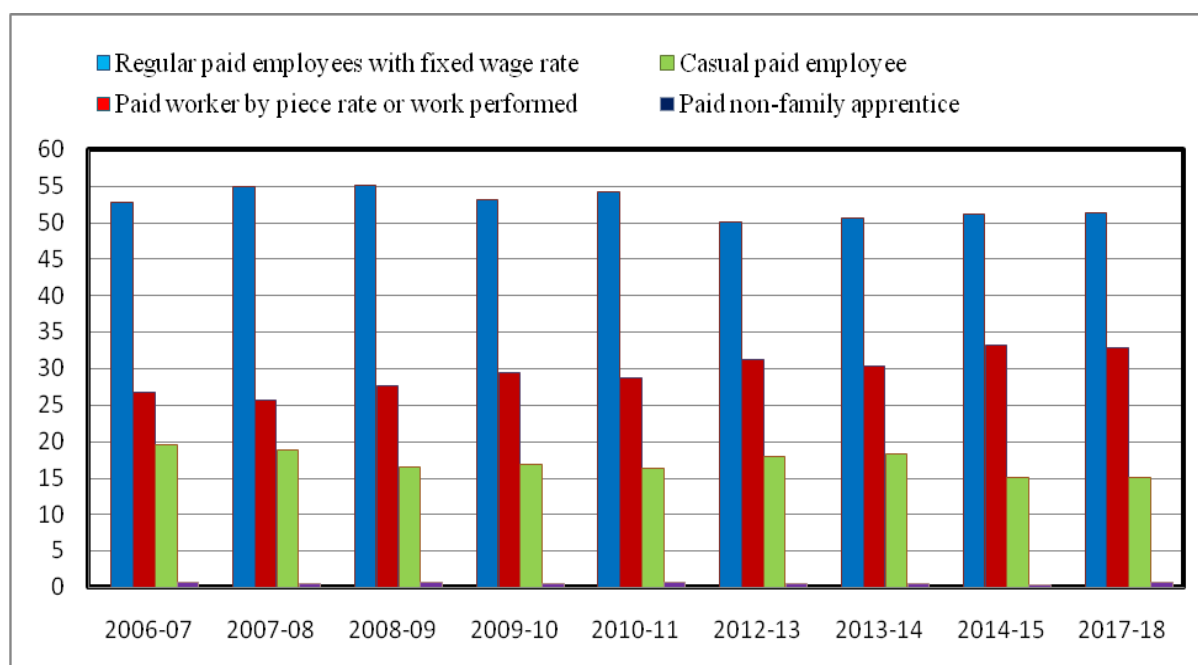
5.1 The share of wage and salaried employment indicates the extent and prevalence of the stable job opportunities. However, the composition of wage & salaried persons determines the adequacy and reliability of this measure. Follows an account of the share in status groups of wage and salaried persons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

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

Employment Status	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13	2013-14	2014-15	2017-18
Total wage and salaried employment									
Both sexes	38.3	37.1	36.8	36.5	36.9	39.7	39.7	39.4	42.9
Male	41.5	40.6	40.5	40.7	41.2	43.8	43.6	43.5	46.8
Female	25.1	22.9	22.6	20.8	21.6	24.9	27.1	25.3	29.0
Regular paid employees with fixed wage rate									
Both sexes	52.8	54.9	55.1	53.2	54.2	50.2	50.7	51.2	51.3
Male	54.2	56.5	56.1	54.3	55.4	51.8	53.1	53.2	52.4
Female	43.5	42.9	48.1	44.8	46.5	39.8	37.6	38.6	44.9
Casual paid employee									
Both sexes	26.8	25.7	27.7	29.4	28.7	31.2	30.4	33.3	32.8
Male	28.6	27.4	29.9	31.2	30.7	33.5	33.0	34.5	35.2
Female	14.0	12.9	12.7	16.4	15.7	16.8	15.7	11.7	18.1
Paid worker by piece rate or work performed									
Both sexes	19.6	18.9	16.5	16.8	16.3	18.0	18.3	15.1	15.1
Male	16.4	15.5	13.3	13.8	13.2	14.1	13.2	11.7	11.5
Female	42.1	43.9	38.9	38.7	37.6	42.9	46.4	34.9	36.5
Paid non-family apprentice									
Both sexes	0.7	0.6	0.7	0.6	0.7	0.6	0.6	0.4	0.8
Male	0.8	0.6	0.7	0.6	0.8	0.6	0.6	0.5	0.9
Female	0.5	0.3	0.2	0.2	0.2	0.5	0.3	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 upper vicinity of two-fifth of the total employment during the tabulated period. There seems to be mildly increasing trend down the time lane. Share of males and females seem on rise. Further, shares of males are higher as compared to the corresponding shares of females.

5.3 *Share of regular paid employees* constitutes more than 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 for males and females. However, shares of females fare at less than half of the corresponding shares of males.

5.5 *Paid workers by piece rate or work performed* size up in the range of less-than-one fifth of the wage and salaried employment 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 but dented trajectory down the time lane. Similar scenario prevails in the case of 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	2014-15				2017-18			
	KPK	Punjab	Sindh	Baloch-istan	KPK	Punjab	Sindh	Baloch-istan
Total wage and salaried employment								
Both sexes	42.1	38.2	43.3	29.7	43.5	40.6	49.3	40.3
Male	47.8	42.1	46.7	34.2	48.2	44.8	51.2	41.7
Female	16.1	28.0	21.6	7.3	19.0	29.0	35.7	23.5
Regular paid employees with fixed wage rate								
Both sexes	50.1	53.2	48.9	59.6	51.7	52.8	47.5	55.0
Male	54.1	53.9	46.3	58.8	49.4	55.4	47.9	54.1
Female	34.4	43.6	84.2	78.4	82.4	42.0	43.5	74.8
Casual paid employee								
Both sexes	27.9	43.6	37.3	34.5	36.7	26.2	46.0	26.7
Male	28.6	43.3	39.8	35.2	39.0	28.9	46.8	27.0
Female	24.9	47.1	3.6	18.4	5.8	14.7	38.1	20.1
Paid worker by piece rate or work performed								
Both sexes	21.5	3.1	12.6	5.7	9.0	20.3	6.2	18.0
Male	16.7	2.7	12.7	5.8	8.8	14.9	5.1	18.6
Female	40.6	9.2	11.7	3.2	11.8	42.7	18.3	5.1
Paid non-family apprentice								
Both sexes	0.5	0.1	1.0	0.2	2.6	0.8	0.3	0.3
Male	0.5	0.1	1.2	0.2	2.8	0.8	0.3	0.4
Female	0.2	0.7	0.5	-	-	0.6	0.2	-

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

ANNEXURE-I

Sustainable Development Goal 8

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Targets	Indicators
8.2: achieve higher levels of productivity of economies through diversification, technological upgrading and innovation, including through a focus on high value added and labor-intensive sectors	63: Personnel in R&D (per million inhabitants)
	9.2: Employment in industry (% of total employment)
8.3: promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage formalization and growth of micro-small- and medium-sized enterprises including through access to financial services	56: Youth employment rate, by formal and informal sector
	57: Ratification and implementation of fundamental ILO labor standards and compliance in law and practice
	8.3: [Indicator of decent work] – to be developed
8.5: by 2030 achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	56: Youth employment rate, by formal and informal sector
	5.1: Gender gap in wages, by sector of economic activity
	8.5: Employment to population ratio (EPR) by gender and age group(15–64)
	8.6: Share of informal employment in total employment
8.6: by 2020 substantially reduce the proportion of youth not in employment, education or training	8.7: Percentage of own-account and contributing family workers in total employment
	8.8: Percentage of young people not in education, employment or training (NEET)
8.7: take immediate and effective measures to secure the prohibition and elimination of the worst forms of child labor, eradicate forced labor, and by 2025 end child labor in all its forms including recruitment and use of child soldiers	57: Ratification and implementation of fundamental ILO labor standards and compliance in law and practice
	16.2: Compliance with recommendations from the Universal Periodic Review and UN Treaties
8.8: protect labor rights and promote safe and secure working environments of all workers, including migrant workers, particularly women migrants, and those in precarious employment	57: Ratification and implementation of fundamental ILO labor standards and compliance in law and practice
	8.3. [Indicator of decent work] – to be developed
	16.2. Compliance with recommendations from the Universal Periodic Review and UN Treaties
8.9: by 2020 develop and operationalize a global strategy for youth employment and implement the ILO Global Jobs Pact	56: Youth employment rate, by formal and informal sector
	57: Ratification and implementation of fundamental ILO labor standards and compliance in law and practice

Key Indicators of the Labour Market

KILM 1.	Labour force participation rate
KILM 2.	Employment-to-population ratio
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 (%)

	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13	2013-14	2014-15	2017-18
15 years & above									
Pakistan	49.8	49.9	50.3	50.7	50.4	49.9	50.0	50.2	50.5
KPK	39.4	43.1	43.3	42.1	42.2	40.6	40.5	40.8	40.6
Punjab	52.9	51.1	51.3	52.6	52.5	52.0	52.9	52.5	53.7
Sindh	48.2	50.9	51.6	50.7	50.0	50.3	50.9	49.2	49.0
Balochistan	51.2	49.4	50.4	50.7	49.4	49.7	46.8	52.1	48.7
Youth (15-24 years)									
Pakistan	40.9	40.3	40.6	41.1	39.6	39.0	41.0	37.6	36.9
KPK	30.3	32.8	33.3	32.4	29.9	28.3	28.2	27.7	29.6
Punjab	43.7	41.4	41.2	42.3	41.8	40.8	41.3	40.0	39.2
Sindh	40.2	42.0	43.2	42.6	40.1	40.2	37.7	37.6	36.5
Balochistan	42.9	40.4	42.9	43.1	39.9	43.4	34.2	39.1	36.1

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

Table A2: Selected indicators of employed by sector, 2017-2018 (%)

Sector	Vulnerable employment	Employment with no formal education
All sectors	55.6	40.9
Agriculture	87.8	62.8
Fishing	21.6	61.2
Mining	2.7	46.2
Manufacturing	32.9	32.8
Electricity, gas and water	2.0	20.0
Construction	5.1	42.8
Wholesale and retail trade	69.6	22.9
Hotels and restaurants	48.6	36.7
Transport and communication	49.4	31.6
Finance	1.5	5.6
Real estate and business activities	63.4	8.7
Public administration	11.0	9.7
Education	3.3	5.8
Health and social work	19.6	10.1
Other community, social and personal services activities	53.2	28.4
Activities of private households	7.1	61.5

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

Table A3: Population and Labour Force (millions)

Pakistan	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13	2013-14	2014-15	2017-18
Total Population	158.2	163.7	167.2	170.3	174.4	181.7	185.4	189.2	206.6
Urban	52.5	54.9	56.1	57.3	58.5	61.3	64.6	65.8	75.4
Rural	105.7	108.8	111.1	113.0	115.9	120.4	120.8	123.4	131.2
Population (15+)	90.5	93.1	95.9	97.4	102.1	107.5	108.0	110.2	122.2
KPK	12.3	12.5	12.9	12.9	13.8	14.7	14.1	14.5	17.6
Punjab	52.2	54.2	55.9	56.8	59.0	61.7	62.3	63.5	70.0
Sindh	22.1	22.4	23.1	23.8	25.2	26.4	26.0	26.6	29.5
Balochistan	3.9	4.0	4.0	3.9	4.1	4.7	5.6	5.6	5.1
Labour force (15+)	47.5	48.8	50.9	52.2	54.5	57.1	57.3	58.6	63.4
KPK	5.4	5.9	6.1	6.0	6.3	6.5	6.3	6.4	7.5
Punjab	29.1	29.2	30.4	31.6	32.8	34.2	35.1	35.5	38.6
Sindh	11.0	11.7	12.3	12.6	13.3	14.0	13.2	13.7	14.7
Balochistan	2.0	2.0	2.1	2.0	2.1	2.4	2.7	3.0	2.5

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

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

	2003-04	2005-06	2006-07	2007-08	2008-09	2009-10	2013-14	2014-15	2017-18
Percent									
15 years & above									
Both sexes	60.6	61.9	61.9	62.2	61.6	59.0	59.0	59.2	55.6
Male	57.3	58.2	58.0	57.7	57.0	54.6	55.0	54.7	51.5
Female	74.6	77.1	77.3	79.0	78.3	75.0	72.8	74.6	70.9
15-24 years									
Both sexes	58.1	60.3	60.9	61.4	61.0	57.1	57.4	58.0	52.9
Male	54.9	57.4	57.7	56.8	56.1	52.8	53.0	52.8	48.5
Female	71.1	71.5	72.5	77.6	77.1	71.5	70.8	73.9	67.6
25 years & above									
Both sexes	61.7	62.6	62.2	62.5	61.9	59.7	59.6	59.6	56.5
Male	58.3	58.5	58.1	58.0	57.3	55.2	55.7	55.3	52.4
Female	76.2	79.5	79.4	79.6	78.8	76.4	73.6	74.9	72.1
Million									
15 years & above									
Both sexes	27.4	28.7	29.9	30.7	31.6	31.7	31.2	32.7	33.3
Male	20.9	21.7	22.2	22.5	22.8	22.9	22.5	23.4	24.2
Female	6.5	7.0	7.7	8.2	8.8	8.8	8.7	9.3	9.1
15-24 years									
Both sexes	7.6	7.9	8.4	8.5	8.6	8.3	8.0	8.2	7.8
Male	5.7	6.0	6.2	6.2	6.1	5.9	5.6	5.6	5.5
Female	1.9	1.9	2.2	2.3	2.5	2.4	2.4	2.6	2.3
25 years & above									
Both sexes	19.7	20.7	21.5	22.1	23.0	23.4	23.2	24.5	25.5
Male	15.1	15.6	16.0	16.2	16.8	17.0	16.9	17.8	18.7
Female	4.6	5.1	5.5	5.9	6.2	6.4	6.3	6.7	6.8

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

**Table A5: Percentage distribution of employed by sector
and sex**

Sector	2012-13	2013-14	2014-15	2017-18
Agriculture				
Both sexes	42.0	42.0	40.8	37.3
Male	32.9	33.1	31.7	29.5
Female	74.9	72.8	71.5	66.1
Fishing				
Both sexes	0.2	0.2	0.2	0.1
Male	0.2	0.2	0.2	0.1
Female	-	-	-	-
Mining				
Both sexes	0.2	0.2	0.2	0.2
Male	0.2	0.3	0.2	0.3
Female	-	-	-	-
Manufacturing				
Both sexes	14.3	14.4	15.5	16.2
Male	15.3	14.9	15.9	16.2
Female	10.9	12.7	14.4	16.4
Electricity, gas and water				
Both sexes	0.8	0.3	0.8	0.7
Male	1.0	0.7	1.0	0.9
Female	0.1	0.2	0.0	0.1
Construction				
Both sexes	7.7	7.5	7.5	7.8
Male	9.7	9.7	9.6	9.8
Female	0.2	0.3	0.2	0.2
Wholesale and retail trade				
Both sexes	14.7	14.9	14.9	15.1
Male	18.4	18.8	18.9	18.8
Female	1.6	1.7	1.4	1.6
Hotels and restaurants				
Both sexes	1.6	1.6	1.6	2.0
Male	1.9	1.9	2.0	2.4
Female	0.2	0.2	-	0.2
Transport and communication				
Both sexes	5.7	5.2	5.6	6.4
Male	7.2	6.7	7.2	8.1
Female	0.2	0.1	0.1	0.2
Finance				
Both sexes	0.5	0.5	0.6	0.5
Male	0.6	0.6	0.8	0.7
Female	0.2	0.1	0.1	0.1
Real estate and business activities				
Both sexes	0.3	0.3	0.4	0.5
Male	0.3	0.4	0.5	0.6
Female	-	0.1	-	-
Public administration				
Both sexes	2.7	2.4	2.5	3.7
Male	3.4	3.1	3.2	4.6
Female	0.3	0.3	0.2	0.4
Education				
Both sexes	3.8	3.7	4.0	4.2
Male	3.1	3.1	3.2	3.3
Female	6.5	3.0	6.6	7.6
Health and social work				
Both sexes	1.4	1.5	1.3	1.6
Male	1.3	1.4	1.3	1.4
Female	1.7	1.7	1.4	2.3
Other community, social and personal services activities				
Both sexes	4.2	5.2	4.1	1.3
Male	3.9	4.0	4.2	0.7
Female	4.8	1.0	2.1	3.6

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

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

Sector	2013-14		2014-15		2017-18	
	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	12.5	87.5	11.7	88.3	12.1	87.9
Male	12.0	88.0	10.6	89.4	12.3	87.7
Female	14.2	85.0	13.4	86.6	12.0	88.0
Fishing						
Both sexes	72.8	27.2	64.8	35.2	76.9	23.1
Male	72.9	27.1	64.8	35.2	77.7	22.3
Female	50.5	49.5	-	-	-	100.0
Mining						
Both sexes	87.9	12.1	9.3	7.0	97.3	2.7
Male	88.2	11.8	92.9	7.1	97.3	2.7
Female	-	100.0	100.0	-	100.0	-
Manufacturing						
Both sexes	66.2	33.8	62.9	37.1	67.0	33.0
Male	72.5	27.5	71.1	28.9	73.4	26.6
Female	60.4	39.6	32.0	68.0	44.1	55.9
Electricity, gas and water						
Both sexes	97.12	2.9	98.8	1.2	97.9	2.1
Male	97.0	3.0	98.7	1.3	97.8	2.2
Female	100	-	100.0	0.0	100.0	-
Construction						
Both sexes	94.0	6.0	93.7	6.3	94.9	5.1
Male	94.0	6.0	93.6	6.4	94.9	5.1
Female	85.3	14.7	96.9	3.1	93.7	6.3
Wholesale and retail trade						
Both sexes	25.7	74.3	26.6	73.4	30.9	69.1
Male	26.0	74.0	37.0	73.0	31.3	68.7
Female	17.5	82.5	11.2	88.8	13.0	87.0
Hotels and restaurants						
Both sexes	48.8	51.2	48.4	51.6	51.6	48.4
Male	49.4	50.6	48.9	51.1	52.3	47.7
Female	26.0	74.0	31.2	68.8	27.6	72.4
Transport and communication						
Both sexes	53.4	46.6	52.9	47.1	50.4	49.6
Male	49.6	50.4	52.8	47.2	50.2	49.8
Female	65.5	34.5	79.2	20.6	85.9	14.1
Finance						
Both sexes	98.9	1.1	97.9	2.1	98.5	1.5
Male	97.7	2.3	97.9	2.1	98.4	1.6
Female	100.0	-	-	-	100.0	-
Real estate and business activities						
Both sexes	28.0	72.0	26.6	73.4	37.1	62.9
Male	27.4	72.6	26.4	73.6	36.9	63.1
Female	100.0	-	40.8	59.2	79.7	20.3
Public administration						
Both sexes	99.9	0.1	99.9	0.1	89.0	11.0
Male	99.9	0.1	99.9	0.1	89.0	11.0
Female	98.0	2.0	100.0	-	89.4	10.6
Education						
Both sexes	96.6	3.4	95.6	4.4	96.7	3.3

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

Sector	2013-14		2014-15		2017-18	
	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	97.7	2.3	96.9	3.1	97.5	2.5
Female	94.5	5.5	93.4	6.4	95.4	4.6
Health and social work						
Both sexes	76.4	23.6	75.8	24.2	80.5	19.5
Male	72.6	27.4	72.3	27.7	77.0	23.0
Female	87.1	12.9	86.6	13.4	88.4	11.6
Other community, social and personal services activities						
Both sexes	67.3	32.7	58.4	41.6	47.0	53.0
Male	47.2	52.8	53.8	46.2	47.8	52.2
Female	53.3	46.7	83.3	16.7	40.4	59.6
Activities of private households						
Both sexes	96.0	4.0	100.0	-	92.2	7.8
Male	97.5	2.5	100.0	-	97.7	2.3
Female	94.9	5.1	100.0	-	88.3	11.7
All sectors						
Both sexes	41.0	59.0	41.0	59.0	43.8	56.2
Male	45.0	55.0	45.3	54.7	48.0	52.0
Female	27.2	72.8	25.4	74.6	28.6	71.4

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	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13	2013-14	2014-15	2017-18
Less than 20 hours									
Both sexes	2.6	2.9	3.2	3.1	3.4	4.6	2.5	3.2	3.6
Male	1.2	1.1	1.1	1.1	1.3	1.5	0.8	1.3	1.5
Female	8.7	10.2	11.4	10.4	10.8	15.6	8.0	9.8	11.1
20-29 hours									
Both sexes	6.9	6.6	7.0	6.3	6.5	6.4	5.5	5.7	5.7
Male	2.8	2.7	3.2	2.6	2.6	2.7	2.1	1.9	2.0
Female	24.2	22.7	21.8	20.1	20.3	19.7	17.5	18.5	19.3
30-34 hours									
Both sexes	4.3	3.2	3.7	3.3	3.8	3.4	3.5	3.7	3.6
Male	3.0	2.3	2.7	2.3	2.6	2.2	2.1	2.2	2.2
Female	9.5	7.1	7.8	7.2	8.2	7.6	8.2	8.8	8.7
35-39 hours									
Both sexes	12.1	13.2	13.4	13.8	13.9	12.4	13.3	13.5	13.5
Male	9.1	9.5	9.2	9.3	9.2	8.4	7.7	8.3	8.8
Female	24.4	28.4	29.7	30.5	30.7	26.9	32.2	31.5	30.7
40-44 hours									
Both sexes	13.4	14.3	14.3	13.7	13.5	14.8	13.7	13.5	13.6
Male	12.9	13.7	13.9	13.1	13.3	14.9	12.9	13.0	13.4
Female	15.4	16.4	15.8	15.7	14.4	14.6	16.3	15.3	14.3
45-49 hours									
Both sexes	20.1	20.2	20.1	20.1	20.1	21.6	21.7	21.3	22.3
Male	22.6	23.3	23.3	23.3	23.8	25.5	25.4	25.1	26.0
Female	9.4	7.4	7.4	8.1	7.1	7.6	8.8	8.2	8.5
50-59 hours									
Both sexes	17.7	18.0	16.9	17.9	17.4	16.8	18.0	17.6	16.9
Male	20.7	21.1	20.3	21.5	20.8	20.1	21.6	21.3	20.3
Female	4.8	5.2	3.7	4.6	5.3	4.7	5.8	4.6	4.4
60 hours and more									
Both sexes	23.0	21.5	21.3	21.8	21.3	19.5	21.4	21.5	20.8
Male	27.6	26.2	26.2	26.8	26.4	24.3	26.8	26.8	25.7
Female	3.7	2.5	2.3	3.2	3.2	2.7	2.9	3.4	3.0

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

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

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

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

Sector *	2008-09	2009-10	2010-11	2012-13	2013-14	2014-15	2017-18
All sectors	38.0	39.5	38.5	36.3	39.4	39.1	37.1
Agriculture	26.4	28.5	28.4	24.3	29.3	26.5	22.7
Fishing	78.3	69.2	71.6	62.9	72.0	-	77.8
Mining	28.0	28.4	43.4	16.2	21.8	27.8	26.3
Manufacturing	42.0	44.3	42.9	41.1	42.6	44.3	42.3
Electricity, gas and water	19.3	15.7	16.7	17.5	20.3	-	18.8
Construction	23.2	21.8	20.1	19.7	19.5	23.8	24.2
Wholesale and retail trade	68.1	69.6	66.9	67.1	69.2	69.8	66.6
Hotels and restaurants	77.5	77.7	76.7	72.0	74.6	75.7	72.0
Transport and communication	69.0	69.2	68.7	63.3	66.5	-	44.7
Finance	21.3	23.7	29.6	27.2	27.7	29.5	21.8
Real estate and business activities	47.1	50.9	46.4	48.7	56.8	59.1	50.7
Public administration	21.1	21.3	22.5	23.7	24.8	23.8	28.6
Education	11.6	14.0	11.3	12.5	12.2	12.3	10.1
Health and social work	34.9	31.3	32.3	32.1	32.8	30.5	30.3
Other community, social and personal services activities	51.3	50.5	49.2	46.6	50.1	-	48.4
Activities of private households	35.6	27.0	7.8	45.0	45.1	9.3	38.0
Extraterritorial organizations and bodies	23.8	14.9	12.0	10.3	12.0	-	64.3

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

* Industrial groups were changed after 2007-08.

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

Level of education	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13	2013-14	2014-15	2017-18
Middle but below matric									
Both sexes	1.2	1.4	1.2	1.2	1.2	1.3	1.3	1.2	1.2
Male	1.4	1.7	1.5	1.5	1.5	1.6	0.8	1.4	1.5
Female	0.9	1.0	0.9	0.9	0.9	1.0	0.5	0.9	1.0
Matric but below intermediate									
Both sexes	3.6	3.9	4.1	4.0	4.2	4.0	4.0	4.2	3.9
Male	4.4	4.8	5.0	4.8	5.0	4.9	2.4	5.1	4.7
Female	2.8	3.0	3.3	3.1	3.3	3.2	1.5	3.4	3.1
Intermediate but below degree									
Both sexes	2.4	2.7	2.9	2.9	3.0	3.2	3.2	3.4	3.3
Male	2.8	3.2	3.5	3.3	3.5	3.8	1.9	3.8	3.9
Female	2.0	2.3	2.4	2.4	2.4	2.6	1.3	2.9	2.7
Degree									
Both sexes	1.9	2.0	2.2	2.4	2.4	2.6	2.7	2.8	2.7
Male	2.1	2.2	2.4	2.6	2.6	3.0	1.6	3.1	2.9
Female	1.7	1.8	2.0	2.1	2.1	2.2	1.2	2.4	2.4
All education levels									
Both sexes	9.1	10.0	10.5	10.4	10.7	11.2	11.3	11.5	11.1
Male	10.8	11.9	12.4	12.1	12.6	13.3	6.7	13.3	13.0
Female	7.4	8.0	8.6	8.5	8.7	9.1	4.6	9.7	9.2

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

Table A10: Unemployment rate by educational attainment (%)

Level of education	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13	2013-14	2014-15	2017-18
Less than one year of education*									
Both sexes	4.8	5.3	3.4	5.1	3.8	3.0	0.2	0.3	2.9
Male	3.5	5.3	3.0	5.2	3.8	2.8	0.2	0.3	2.9
Female	7.6	5.8	5.6	4.3	3.5	4.0	0.2	0.3	2.9
Pre primary education**									
Both sexes	4.6	4.3	3.6	4.3	4.0	5.0	2.3	1.2	4.7
Male	4.2	4.3	2.5	4.3	3.8	4.9	2.2	1.8	5.0
Female	8.3	4.0	11.9	4.1	5.4	5.2	0.7	0.3	3.3
Primary but below middle									
Both sexes	4.3	4.5	4.6	4.4	4.9	5.2	15.8	10.1	3.7
Male	3.7	3.7	3.9	3.7	4.1	4.5	18.4	13.5	3.5
Female	9.6	11.6	10.2	9.5	10.3	10.0	11.4	4.3	4.8
Middle but below matric									
Both sexes	5.4	4.7	5.5	5.0	5.9	6.4	13.2	12.9	5.1
Male	5.0	4.2	5.2	4.5	5.2	7.6	16.0	15.5	5.0
Female	10.9	12.5	10.9	12.1	14.8	15.1	7.2	8.7	6.9
Matric but below intermediate									
Both sexes	6.2	6.5	6.3	6.2	7.9	8.2	15.2	11.1	6.4
Male	5.3	5.3	5.0	5.0	6.4	6.7	16.9	14.7	6.2
Female	15.3	20.9	21.3	18.0	22.2	20.7	12.1	8.7	8.7
Intermediate but below degree									
Both sexes	6.5	6.8	7.3	8.0	10.8	9.5	9.1	15.2	11.7
Male	5.6	5.5	5.7	5.8	8.3	7.5	8.9	10.1	10.6
Female	13.9	18.3	19.6	23.9	26.8	24.3	9.4	14.0	20.6
Degree									
Both sexes	5.4	4.9	6.2	8.3	8.7	10.6	12.6	20.1	16.3
Male	4.6	3.5	4.2	5.8	6.3	7.6	10.9	12.9	7.3
Female	9.7	12.9	15.1	19.5	19.3	22.1	15.5	21.1	41.1

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	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13	2013-14	2014-15	2017-18
Legislators/Managers	13.4	6.3	6.8	5.3	4.7	1.5	1.5	2.0	1.9
Professionals	7.2	1.4	1.3	1.1	1.5	2.5	3.2	3.0	3.5
Technicians	28.1	7.9	6.9	6.4	5.9	5.6	3.9	3.5	4.6
Clerk	4.4	1.7	1.2	0.8	0.8	0.8	0.9	1.0	1.1
Service workers	2.3	3.3	3.0	3.7	3.6	6.7	8.1	7.0	8.7
Agriculture and fishery workers	6.3	7.2	11.1	8.4	8.6	8.2	13.5	16.6	13.2
Craft and trade workers	26.4	55.8	50.3	52.1	51.4	50.7	44.0	42.1	42.0
Plant and machine operators	10.3	13.6	15.5	16.8	16.6	20.8	21.2	19.8	20.2
Elementary Occupations	1.7	2.8	3.9	5.3	6.9	3.2	3.7	4.7	4.8
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*

GENESIS OF THE REPORT

Pakistan Employment Trends 2018 report owes for its completion to the untiring efforts of the following officers of Pakistan Bureau of Statistics.

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