

# **DISTRICT LEVEL EMPLOYMENT TRENDS 2009-10**

**( Karachi-East, Hyderabad, Sialkot and Faisalabad )**

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## ***FOREWORD***

Federal Bureau of Statistics (FBS) 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 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 Trend” report was produced within the ambit of a project initiative. The report spells out employment trends on the basis of ten (10) key labour force indicators derived from LFS. Consequent upon the devolution of the aforementioned ministry, FBS has taken initiative to compile the document as a sequel to LFS report.

Similarly, FBS had carried out two rounds of pilot LFS in the selected district(s) of Pakistan. The 1<sup>st</sup> round was undertaken in 2006-07 in Faisalabad while the 2<sup>nd</sup> round was conducted in 2009-10 in the four districts namely, Karachi-East East, Hyderabad, Sialkot and Faisalabad. The former’s report was prepared in the defunct ministry while the latter’s is compiled in FBS on the same format.

The report collates key labour market indicators of the four districts with relevant national profile. Thus, an attempt is made to draw up the extent of departure of sub-regional units from the national average, in order to reflect upon the range of desirable policy prescriptions. I hope the report will provide ample grist to the pertinent inquests of the researchers, practitioners and policy makers.

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## ***PREFACE***

Labour Statistics Section-the one of the vanguard constituents of FBS-performs pivotal role, in league with other sections to orchestrate the activities of Labour Force Survey (LFS) viz framing of the questionnaire, chalking up methodology, determining-design, size and spread of-the sample, printing and distribution of questionnaire to enumerators, training to field staff, collection, editing, coding and processing of data, report writing and dissemination through published and electronic means.

Consequential to the devolution of the Ministry of Labour and Manpower, FBS, or by the same token, Labour Statistics Section has also taken up the task of drawing up and indicative profile of employment trends thus far carried out in the Labour Market Information and Analysis (LMI &A) unit of the erstwhile ministry. This report pertains to extension of LFS 2009-10 in the selected districts of Karachi-East East, Hyderabad, Faisalabad and Sialkot in conjunction with a module on school-to-work transition of youths. The report derives the configuration of districts on the basis of selected key labour force indicators in collation with the national profile.

I seize this opportunity to acknowledge that all concerned sections of FBS viz Labour Statistics Section, Sample Design Section, Field Services Section and Data Processing Centre have performed their role with dedication and efficacy in the pursuit of producing this report within the stipulated time frame and according to the norms of adequacy, reliability and serviceability.

I would also like to invite comments from our worthy expert users to help galvanize continued improvement in the content and configuration of the future issues of this report. I do hope that the quality, utility and efficacy of this type of data inquests will increase with the passage of time.

**Arif Mehmood Cheema**  
Director General

## District Level Employment Trends

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## METHODOLOGY

*Universe* consists of all urban and rural areas of Faisalabad, Sialkot, Karachi-East and Hyderabad districts defined as such by 1998 Population Census and changes made thereafter by the Punjab and Sindh Governments. The military restricted areas are out of the scope of this survey.

2. *Sampling Frame* has been developed by Federal Bureau of Statistics through quick count record survey. This is an area frame comprehensively updated through Economic Census 2003. Nevertheless sampling frame also undergoes changes through listing operation carried out at the start of new survey(s), in order to keep abreast with the new configuration in the field.

3. *Sampling Frame-Urban* divides each city/town of Faisalabad, Sialkot, Karachi-East and Hyderabad districts into enumeration blocks (E.Bs). Each enumeration block consists of an average of 200 to 250 households, with well defined boundaries in the prescribed forms and maps. Further, each block is classified into low, middle and high income groups keeping in view the status and living standard of majority of households located therein. The enumeration blocks are also classified as residential, commercial and industrial in accordance with their predominant activity. There are 1530 enumeration blocks in Faisalabad, 443 in Sialkot 1448 in Karachi-East and 617 in Hyderabad districts respectively.

4. *Sampling Frame-Rural* consists of list of villages/mouzas/dehs prepared by Population Census. A village/mouza/deh is the smallest revenue estate identified by its name, had-bast number, cadastral map, name of tehsil & district in which it is located. The rural sampling frame consisting of 2426 villages/mouzas/dehs with 820 in Faisalabad, 1543 in Sialkot and 63 in Hyderabad are used for drawing the sample for special Labour Force Survey.

5. *Stratification-Urban* treats urban population of Faisalabad, Sialkot, Karachi-East and Hyderabad cities as an independent stratum. The remaining towns of Faisalabad, Sialkot, Karachi-East and Hyderabad districts are grouped to form another stratum called other urban areas. Faisalabad, Sialkot, Karachi-East and Hyderabad cities are further stratified into low, middle and high income group areas.

6. *Stratification-Rural* encapsulates rural population of administrative districts of Faisalabad, Sialkot and Hyderabad as an independent stratum.

7. *Sample Size* is given below:

### Sample Size

(Nos.)

Province/Area	PSUs (Blocks/Villages)			SSUs (Households)		
	Urban Blocks	Rural Villages	Total PSUs	Urban Households	Rural Households	Total Households
Faisalabad	116	72	188	1392	1152	2544
Sialkot	44	32	76	528	512	1040
Karachi-East	96	0	96	1152	0	1152
Hyderabad	68	20	88	816	320	1136

8. **Sample Design** constitutes a two-stage stratified sample.
9. **Primary Sampling Units (PSUs)** comprise enumeration blocks demarcated as part of urban sampling frame in urban domain and mouzas/dehs/villages for rural domain. Sample PUSUs from each stratum/sub-stratum are selected with probability proportional to size. The numbers of households and population are considered as measure of size pertaining to urban and rural domain respectively.
10. **Secondary Sampling Units (SSUs)** consist of households. Based on actual listing undertaken in respect of each sample PSU by the field staff 16 and 12 households are selected from rural and urban sample areas respectively adopting systematic sampling technique.
11. **Reliability of Estimate** computed in the backdrop of 5% margin of error exercised for determining sample size is tabulated below.

**Coefficient of Variation (CVs) of Important Variables**

Characteristics/ Variables	Coefficient of Variation (Cvs) in Percentage			
	Karachi-East	Hyderabad	Sialkot	Faisalabad
Total Persons	1.84	2.23	2.51	1.39
Employed Persons	2.71	4.10	3.81	2.30
Employed Persons in Formal Sector	6.98	7.01	11.64	6.57
Employed Persons in Informal Sector	4.50	5.76	5.13	3.96
Literacy Rates	1.84	3.89	2.39	2.34
Household Size	1.81	2.02	1.85	0.95
Sex Ratio	2.06	2.12	2.29	1.52

12. **Data Collection** is done through direct interview method. Generally, the head of household is chosen to provide information about all members of the household. In case of his non-availability at the time of interview, some other informed member of the household down the line is interviewed. The total sample for the year is evenly distributed for enumeration on quarterly basis to offset the effect of seasonal variations. The information collected however relates to the week preceding the date of enumeration.

13. **Coverage** extends over all urban and rural areas of the four districts of Pakistan defined as such by 1998 Population Census, excluding military restricted areas. Further, all sample enumeration blocks in urban areas and mouzas/dehs/villages in rural areas have been covered. However, the number of sample households enumerated (5868) falls a bit short of the estimated sample size (5872) by four households.

## CONCEPTS AND DEFINITIONS

1. **Literacy rate** expresses all those persons 15 years of age and above who could read and write in any language with understanding, as percentage of the population 15 years and above.
2. **Level of education** is categorized as follows:
  - i) **Below Matric** comprises less than ten (10) years of schooling.
  - ii) **Matric but less than intermediate** encompasses ten (10) to eleven (11) years of education.
  - iii) **Intermediate but less than Degree** entails twelve (12) to thirteen (13) years of education.
  - iv) **Degree & above** comprises fourteen (14) or more years of education.
3. **Economically Active Population** comprises all persons of either sex who provide labour services for the production of goods and services as defined by the United Nation System of National Accounts, during the reference period. The production of goods and services includes:
  - i) all production and processing of primary products whether for the market, barter or, own consumption,
  - ii) the production of all other goods and services for the market,
  - iii) the households which produce such goods and services for the market and own consumption, and
  - iv) own account construction.
4. **Currently Active Population** or labour force comprises all persons fifteen 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.
5. **Crude activity rate** is the currently active population expressed as a percentage of the total population in Pakistan.
6. **Refined activity rate** is the currently active population expressed as a percentage of the population 15 years and above. This rate enables international comparison by factoring in the effect of age composition.
7. **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 survey obtains information on the duration of absence as well as on other formal job attachment characteristics of workers in paid and self employment. In line with augmented participation rates, a loose upper bound of employment can be drawn up by including the persons engaged in marginal economic activities.
8. **Occupation** refers to 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 the Pakistan Standard Classification of Occupations based on the International Standard Classification of Occupations, ISCO-88.

9. **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) 2007.

10. **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.

11. **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 follows:-

12. **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*

13. **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.

14. **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.

15. **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.

16. **Other** includes member of a producer’s cooperative, etc.

17. **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.

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



## PRELUDE

It is instructive to put the content of the document in the perspective of comparative labour force surveys. Thus, LFS for 2009-10, the year second round of the Pilot LFS was conducted in the four selected districts, is collated with the LFS for 2005-06-the incipient base year of the national accounts of Pakistan. The comparative profile of the selected indicators at national level indicates ebbs and flows. The following passages dwell a bit on the comparative figures (table-1) in the chronological order of the given surveys (LFS 2005-06 vs LFS 2009-10).

1.1 **Labour force participation rate** increases (53.0%, 53.5%) though seems decreasing in the case of males (84.0%, 81.7%) while increasing for females (21.1%, 24.1%).

1.2 **Employment-to-population ratio** relates the similar story both in toto (44.7%, 50.7%) and, in the case of males (79.6%, 78.3%) and females (19.0%, 21.9%).

1.3 **Unemployment rates** decline (6.1%, 5.3%); males (5.2%, 4.1%) and females (9.6%, 9.2%) also follow suit.

1.4 **Regarding shares in total employment** increase is observed in the case of **agriculture** (41.6%, 43.4%), female trend up (67.7%, 73.9%) while males fare on the same level (35.6%, 35.2%) approximately.

1.4.1 **Share of industry** seems increasing in toto (21.2%, 21.4%) and in the case of males (22.7%, 24.1%) while, converse is observed in the case of females (15.1%, 11.6%).

1.4.2 **Share of services** seems on decline (37.1%, 35.2%) more in the case of females (17.3%, 14.5%) than males (41.8%, 40.7%).

1.4.3 **Share of wage/salary earners** also loses steam (38.4%, 36.5%), again, more in the case of females (26.6%, 20.8%) than males (41.2%, 40.7%).

1.4.4 **Share of own account workers** draws waning configuration both in toto (36.8%, 35.6%) as well as for males (41.5%, 41.3%) and females (16.2%, 14.5%).

1.4.5 **Share of vulnerable employment** posts a sort of increase (60.6%, 62.2%), females follow the national pattern (73.3%, 79.0%) while males fare equivalently (57.7%, 57.7%).

1.4.6 **Share of employment in informal economy** is found waxing (72.3%, 72.9%); share of males following suite (72.2%, 73.0%) while that of females recede (73.1%, 72.7%).

1.4.7 **Shares of employed workers 50 hours or more** is on wane (41.0%, 39.5%), more in the case of females (9.4%, 7.8%) than males (48.3%, 48.0%).

**Table-1**  
**SELECTED KEY INDICATORS OF THE LABOUR MARKET-PAKISTAN**

(%)

<b>Indicators</b>	<b>2005-06</b>	<b>2009-10</b>
<b>Labour Force Participation Rate</b>		
Both Sexes	53.0	53.5
Males	84.0	81.7
Females	21.1	24.1
<b>Employment-to-Population Ratio</b>		
Both Sexes	44.7	50.7
Males	79.6	78.3
Females	19.0	21.9
<b>Unemployment Rate</b>		
Both Sexes	6.1	5.3
Males	5.2	4.1
Females	9.6	9.2
<b>Share of Agriculture in Total Employment</b>		
Both Sexes	41.6	43.4
Males	35.6	35.2
Females	67.7	73.9
<b>Share of Industry in total Employment</b>		
Both Sexes	21.2	21.4
Males	22.7	24.1
Females	15.1	11.6
<b>Share of Services in Total Employment</b>		
Both Sexes	37.1	35.2
Males	41.8	40.7
Females	17.3	14.5
<b>Share of Wage &amp; Salaried Employees in Total Employment</b>		
Both Sexes	38.4	36.5
Males	41.2	40.7
Females	26.6	20.8
<b>Share of Own Account Workers in Total Employment</b>		
Both Sexes	36.8	35.6
Males	41.5	41.3
Females	16.2	14.5
<b>Share of Employment in the Informal Economy</b>		
Both Sexes	72.3	72.9
Males	72.2	73.0
Females	73.1	72.7
<b>Share of Vulnerable Employment in Total Employment</b>		
Both Sexes	60.6	62.2
Males	57.7	57.7
Females	73.3	79.0
<b>Share of Employed Working 50 Hours or more</b>		
Both Sexes	41.0	39.5
Males	48.3	48.0
Females	9.4	7.8

**Note:-** Agriculture includes: Agriculture, Forestry, Hunting and Fishing

**Industry includes:** Mining and quarrying; Manufacturing; Electricity, Gas & Water supply and Construction:

**Services includes:** Wholesale & Retail Trade, Repair of motor Vehicles, Motorcycles and Personal and Household Goods, Hotels & Restaurants, Transport, Storage & Communication; Financial Intermediation, Real Estate, Renting and Business Activity, Public Administration and Defence compulsory Social Security, Education, Health and Social work, Other Community, social & Personal Services activity, Activities of private households as employers and undifferentiated production, Extraterritorial Organizations and Bodies.

**Vulnerable Employment Includes:** Self-employed and contributing family workers,

## **LABOUR MARKET SITUATION IN THE SELECTED DISTRICTS**

2. The Table-2 constitutes an attempt to gauge labour market situation in the four districts on the basis of ten (10) key labour force indicators, in collation with their national profile. The following passages summarize an indicative assessment of the scenario.

2.1 **Labour Force participation rates** of the districts of Hyderabad (47.2%), Sialkot (45.1%) and Karachi-East (44.9%) are lower, while Faisalabad's (54.5%) higher, than the national figure (53.5%). Similar configuration obtains in the case of females while all of the males figures fall on the lower side of national profile.

2.2 **Employment to population ratio** also arranges, in a bit altered sequence, the three districts of Hyderabad (44.2%), Karachi-East (43.1%) and Sialkot (42.2%) lower, while Faisalabad (51.4%) higher, than national figure (50.7%). Sex disaggregated, ratios are in sync with the national pattern.

2.3 **Unemployment rates** are higher than national average (5.3%) in the decreasing order of Hyderabad (6.9%), Sialkot (6.6%), Faisalabad (6.3%) but Karachi-East (4.2%). Males unemployment rates in the district are lower than national in all districts but Sialkot (7.0% vs 4.1%) while district profile of females unemployment is higher than national (9.2%) in Hyderabad (42.1%) and Faisalabad (15.2%).

2.4 **As for share in the total employment, industry** in the districts makes an increasing sequence of the higher-than-national (21.4%) shares in the order of Karachi-East (40.3%), Sialkot (39.6%), Faisalabad (34.4%) and Hyderabad (29.6%). Industry shares by sex in the districts are also higher than national though, females shares are lower than males shares.

2.5 **Employment share of agriculture** make a lower-than-national (43.4%) sequence in the descending order of Faisalabad (30.9%), Sialkot (28.2%), and Hyderabad (13.7%) while Karachi-East (0.7%) is high non-agrarian economy. More or less, similar configuration obtain by sex though, share of females are higher than those of males.

2.6 **Share of services** in the total employment is higher than national (35.2%) in the case of Karachi-East (59.0%) and Hyderabad (56.7%) while lower in Faisalabad (34.7%) and Sialkot (32.2%). Share by sex narrate the similar story in the case of males while females make higher-than-national configuration.

2.7 The **waged/salaried employees** make a higher-than-national (36.5%) sequence of shares in the descending order of Karachi-East (66.1%), Hyderabad (54.1%), Sialkot (46.4%) and Faisalabad (43.0%). The shares by sex form similar pattern.

2.8 **Share of own account workers** lie on the lower side of the national (35.6%) in Karachi-East (21.1%), Hyderabad (33.1%) and Faisalabad (34.7%) while, higher in Sialkot (38.1%). Share of males are lower than the national figures while females shares are lower in Karachi-East and Hyderabad and higher in Faisalabad and Sialkot as compared to the relevant measure at national level.

2.9 **Share of employment in the informal economy** makes lower-than-national (72.9%) sequence in the order of Faisalabad (69.9%), Sialkot (69.0%), Hyderabad (60.3%) and Karachi-East (56.0%). Similar configuration obtains in the case of males however, the share of females in Faisalabad and Sialkot is higher than the relevant measure at the national level.

2.10 **Share of vulnerable employment** form a lower-than-national (62.2%) sequence of Karachi-East (27.2%), Hyderabad (42.0%), Sialkot (52.2%) and Faisalabad (55.0%). Shares by sex are congruous. However, males shares in the case of Karachi-East and Hyderabad are higher than those of females while lower in Faisalabad and Sialkot.

2.11 **Share of employed working fifty (50) hours or more** is higher than national (39.5%) in the order of Karachi-East (59.4%), Hyderabad (54.7%), Sialkot (51.0%) and Faisalabad (48.8%). Males shares follow the same pattern while females shares make higher-than-national sequence.

2.12 **Share of employment in agriculture working 50 hours or more** is lower than national (12.5%) in Faisalabad (11.3%) and Hyderabad (7.9%) while higher in Sialkot (13.3%). Karachi-East (0.4%) is non agrarian district. Males shares are ordered on the same line while shares of females are compatible with national measure in Faisalabad and Sialkot while negligible in Karachi-East and Hyderabad.

2.13. **Share of employed in the trade working 50 hours or more** are higher than national (11.7%) in the order of Karachi-East (21.5%), Hyderabad (21.2%), Faisalabad (14.1%) and Sialkot (14.0%). Similar configuration is formed by sex-disaggregated shares however, females fare disproportionately lower as compared to those of males.

**Table-2**  
**SELECTED KEY INDICATORS OF THE LABOUR MARKET - PAKISTAN**

Indicators	2009-10					2006-07
	Pakistan	Karachi-East	Hyderabad	Sialkot	Faisalabad	Faisalabad
<b>Labour Force Participation Rate</b>						
Both Sexes	53.5	44.9	47.2	45.1	54.5	56.5
Males	81.7	76.8	79.2	80.1	81.4	84.7
Females	24.1	7.7	11.6	12.8	25.9	27.3
<b>Employment-to-Population Ratio</b>						
Both Sexes	50.7	43.1	44.2	42.2	51.4	53.1
Males	78.3	73.9	77.6	74.6	78.9	82.5
Females	21.9	7.1	7.0	12.3	22.2	22.7
<b>Unemployment Rate</b>						
Both Sexes	5.3	4.2	6.9	6.6	6.3	6.0
Males	4.1	4.0	2.3	7.0	3.6	2.6
Females	9.2	7.5	42.1	4.1	15.2	17.0
<b>Share of Industry in total Employment</b>						
Both Sexes	21.4	40.3	29.6	39.6	34.4	32.7
Males	24.1	40.8	30.5	42.8	36.1	35.8
Females	11.6	33.8	17.1	21.2	28.0	21.4
<b>Share of Agriculture in Total Employment</b>						
Both Sexes	43.4	0.7	13.7	28.2	30.9	34.2
Males	35.2	0.7	11.8	23.9	25.7	27.2
Females	73.9	-	38.5	52.4	50.7	60.5
<b>Share of Services in Total Employment</b>						
Both Sexes	35.2	59.0	56.7	32.2	34.7	33.0
Males	40.7	58.5	57.7	33.3	38.2	37.0
Females	14.5	66.2	44.4	26.4	21.3	18.1
<b>Share of Wage &amp; Salaried Employees in Total Employment</b>						
Both Sexes	36.5	66.1	54.1	46.4	43.0	40.4
Males	40.7	64.6	53.5	48.3	46.6	46.4
Females	20.8	84.0	61.9	36.2	29.2	18.2
<b>Share of Own Account Workers in Total Employment</b>						
Both Sexes	35.6	21.1	33.1	38.1	34.7	34.9
Males	41.3	21.8	35.5	39.5	38.3	39.3
Females	14.5	12.2	3.6	30.5	21.0	18.4
<b>Share of Employment in the Informal Economy</b>						
Both Sexes	72.9	56.0	60.3	69.0	69.9	58.2
Males	73.0	56.0	61.3	68.1	67.8	51.9
Females	72.7	56.3	42.6	77.4	82.2	81.7
<b>Share of Vulnerable Employment in Total Employment</b>						
Both Sexes	62.2	27.2	42.0	52.2	55.0	72.0
Males	57.7	28.2	42.3	50.3	50.9	70.2
Females	79.0	15.3	37.3	63.4	70.6	84.4
<b>Share of Employed Working 50 Hours or more</b>						
Both Sexes	39.5	59.4	54.7	51.0	48.8	40.6
Males	48.0	63.0	58.1	57.7	58.2	49.4
Females	7.8	17.2	10.3	13.1	13.2	7.9
<b>Share of Employed in Agriculture Working 50 Hours or more</b>						
Both Sexes	12.5	0.4	7.9	13.3	11.3	36.5
Males	14.5	0.5	8.5	14.8	13.1	52.7
Females	4.7	-	0.6	4.6	4.4	9.0
<b>Share of Employed in Trade Working 50 Hours or more</b>						
Both Sexes	11.7	21.5	21.2	14.0	14.1	56.8
Males	14.6	23.0	22.8	16.3	17.4	60.7
Females	0.8	3.8	0.9	1.3	1.3	2.4

Note:- (-)stands for insignificant

## UNDERSTANDING SUPPLY OF SKILLS

3. Educational attainment of the labour force aged 15 years and above, as a means to make an indicative assessment of skills, is given in the table-3. Since the selected districts comprise mostly urban area and are hubs of secondary and tertiary activities, district wise profile of educational attainment is higher than the national level.

3.1 Starting from flip side of the picture, the percentage of illiterate in the districts make an increasing sequence of Karachi-East (15.5%), Hyderabad (29.9%), Sialkot (34.3%) and Faisalabad (38.1%) – all on the wee side of the national figure (43.7%). Sex-disaggregated illiteracy makes similar pattern nevertheless, the contrast with national level data is much sharper in the case of females than males.

3.2 As for level of educational attainment, the sizeable segments across the districts comprise *primary but below middle, middle but below matric, inter but below degree* and *degree in other subjects*. In all but the foremost, district profile is higher than national, more in the case of Karachi-East and Hyderabad than Sialkot and Faisalabad. Educational attainment in specific pursuits viz engineering, medicine, computer, agriculture seems anemic. This scenario, coupled with the similar spectacle at lower level i.e. below primary categories, indicates that the pursuit of education is perceived to having weak links with the prospects of employability as means to attain higher standard of living.

**Table-3**  
**EDUCATIONAL ATTAINMENT OF THE LABOUR FORCE**

Educational Attainment	2009-10					2006-07
	Pakistan	Karachi-East	Hyderabad	Sialkot	Faisalabad	Faisalabad
(%)						
<b>Both Sexes</b>						
Illiterate	43.7	15.5	29.9	34.3	38.1	42.6
No formal education	0.7	0.4	0.4	0.4	0.2	0.5
KG nursery	0.1	0.1	0.1	-	-	0.2
KG but below primary	2.7	0.8	1.4	0.4	1.7	2.4
Primary but below middle	16.3	9.8	15.2	17.4	18.4	16.9
Middle but below matric	11.7	13.6	10.0	18.1	14.2	12.7
Matric but below inter	13.0	22.1	13.2	17.9	15.6	14.9
Inter but below degree	5.2	13.6	9.8	5.9	5.9	5.1
Degree in engineering	0.3	1.8	1.1	-	0.2	-
Degree in medicine	0.2	1.1	1.0	0.1	0.2	0.3
Degree in computer	0.1	0.6	0.1	0.1	-	0.1
Degree in agriculture	-	0.1	0.1	-	-	-
Degree in other subjects	4.0	15.7	11.6	3.6	3.6	3.1
MA/MSc	1.9	4.7	6.0	1.6	1.6	1.1
M.Phil/Ph.D	0.1	0.2	0.2	0.1	0.1	0.1
<b>Male</b>						
Illiterate	35.8	15.3	29.0	30.3	33.2	36.6
No formal education	0.7	0.4	0.4	0.4	0.2	0.4
KG nursery	0.1	0.1	0.1	-	0.1	0.2
KG but below primary	3.0	0.8	1.6	0.5	1.8	2.9
Primary but below middle	18.4	10.4	16.3	18.4	19.8	17.8
Middle but below matric	14.0	13.9	10.7	19.6	16.1	15.2
Matric but below inter	15.2	22.3	13.2	19.0	17.2	16.9
Inter but below degree	5.9	13.8	9.6	6.3	6.2	5.5
Degree in engineering	0.3	1.9	1.2	-	0.2	-
Degree in medicine	0.2	0.8	0.9	0.1	0.2	0.3
Degree in computer	0.1	0.6	0.1	0.1	-	0.1
Degree in agriculture	-	0.1	0.1	-	-	-
Degree in other subjects	4.2	15.2	11.3	3.6	3.6	3.0
MA/MSc	1.8	4.4	5.2	1.5	1.3	0.9
M.Phil/Ph.D	0.1	0.1	0.2	0.1	0.1	0.1
<b>Female</b>						
Illiterate	71.5	18.1	38.2	57.0	54.7	61.9
No formal education	0.4	0.6	-	-	0.4	0.6
KG nursery	0.1	-	-	-	-	0.2
KG but below primary	1.6	1.3	-	-	1.3	0.9
Primary but below middle	9.2	3.6	4.3	-	14.0	14.0
Middle but below matric	3.7	9.7	3.9	11.8	7.9	4.5
Matric but below inter	5.2	19.3	13.3	10.0	10.2	8.4
Inter but below degree	2.9	11.8	11.3	11.7	5.0	3.9
Degree in engineering	-	-	-	3.5	0.1	-
Degree in medicine	0.3	4.4	1.7	-	0.5	0.4
Degree in computer	0.1	-	-	-	-	0.1
Degree in agriculture	-	0.5	-	-	-	0.1
Degree in other subjects	3.0	21.7	14.5	4.0	3.6	3.5
MA/MSc	2.0	8.2	12.9	2.0	2.5	1.6
M.Phil/Ph.D	-	0.6	-	-	0.1	-

Note:- (-)stands for insignificant

## Unemployment Rates by Educational Attainment

3.3 Unemployment rates by educational attainment betoken link between employability and education. However, the level of unemployment in the districts vis a vis national profile, given in the table-4, make a nebulous pattern. It seems that structure of district economies, despite their urban environment, is characterized more by the demand of traditional/inherited rather than modern /acquired skills.

3.4 Thus, unemployment situation in the districts in comparison with national scenario suggests higher employability of lesser groomed labour (below matric categories) vis a vis higher groomed (above matric categories). However, Karachi-East seems to be at variance with the pattern. Sex-disaggregated data bespeak similar configuration. Generally, the males are more in conformity with the national pattern as compared to females. However, the figures on females betray starker comparison with the national data.

**Table-4**  
**UNEMPLOYMENT RATE BY EDUCATIONAL ATTAINMENT LEVEL**

Educational Attainment	2009-10					2006-07
	Pakistan	Karachi East	Hyderabad	Sialkot	Faisalabad	Faisalabad
<b>Both Sexes</b>						
Less than one year of education	4.7	1.2	1.8	1.1	2.5	4.2
Pre primary education	4.3	6.1	5.1	-	4.6	15.0
Primary but below middle	4.4	0.9	0.9	3.6	3.9	6.4
Middle but below matric	5.0	4.2	0.3	2.4	5.3	5.4
Matric but below intermediate	6.2	4.5	5.5	2.8	6.3	8.7
Intermediate but below degree	8.0	3.0	7.7	6.6	8.7	9.1
Degree	8.3	3.2	9.9	7.5	8.8	12.3
All education levels	5.3	3.1	4.3	2.8	4.5	6.0
<b>Male</b>						
Less than one year of education	3.3	1.4	2.0	1.0	1.0	2.1
Pre primary education	4.3	6.8	5.1	-	2.5	4.4
Primary but below middle	3.7	1.0	0.9	3.3	2.0	2.1
Middle but below matric	4.5	3.7	0.3	2.3	3.1	3.1
Matric but below intermediate	5.0	4.1	2.3	3.1	1.8	2.7
Intermediate but below degree	5.8	2.9	0.8	7.3	3.3	3.5
Degree	5.8	3.0	5.0	7.9	0.8	4.3
All education levels	4.1	2.9	2.2	2.9	1.8	2.6
<b>Female</b>						
Less than one year of education	7.1	-	-	1.1	5.7	8.2
Pre primary education	4.1	-	-	-	15.0	-
Primary but below middle	9.5	-	-	6.4	12.9	24.0
Middle but below matric	12.1	13.2	-	4.1	20.6	29.3
Matric but below intermediate	18.0	9.2	37.2	-	32.0	47.3
Intermediate but below degree	23.9	4.8	66.1	-	21.2	34.0
Degree	19.5	5.0	41.7	5.4	30.6	32.1
All education levels	9.2	5.4	24.5	2.1	13.6	17.0

Note:- (-)stands for insignificant

## Formal/Vocational Training

3.5 Trends toward formal/vocational trainings can be considered as sequel to educational attainment. Since district economies seem to be preponderated more by traditional than modern skills as alluded to in the previous passages, the prevalence of formal/vocational skills also appears tenuous. In most of the cases, the size of figures borders at negligible.

3.6 However, in certain groups, national versus district data make visible configuration. *Garment Making* makes a rising sequence of Hyderabad (3.4%), Karachi-East (4.6%), Sialkot (6.2%) and Faisalabad (11.7%). All except the last one fare on the lower side of the national figure (9.8%). *Leather work* situates Hyderabad (3.9%) and Sialkot (5.2%) higher than national level (0.8%) while Karachi-East (6.2%) and Hyderabad (5.2%) fare higher than national (3.9%) in the case of *electrician*. Karachi-East (21.8%) is also on the upper side of national (18.0%) in *embroidery and knitting* course. This status is enjoyed by Faisalabad in *weaving* (10.6% vs 1.6%) and, Karachi-East in *carpentry* (4.0% vs 3.6%). *Driving Course* are higher than national (22.9%) in Hyderabad (34.1%) while *computer course*

confer similar status to Karachi-East (10.4% vs 3.4%). In *other* category, Sialkot (34.9%) and Faisalabad (19.0%) are higher than national (14.3%).

**Table-5**  
**DISTRIBUTION OF LABOUR FORCE WITH FORMAL / VOCATIONAL TRAINING BY TYPE OF TRAINING**  
(%)

Type of Formal/Vocational Training	2009-10					2006-07
	Pakistan	Karachi-East	Hyderabad	Sialkot	Faisalabad	Faisalabad
Draftsman	0.2	-	-	0.1	0.2	0.2
Civil engineering technology	0.3	0.5	-	0.4	-	0.5
Electrical engineering technology	0.7	1.1	0.4	0.3	0.4	0.2
Mechanical Engineering Technology	0.5	1.9	-	0.2	0.5	0.6
Laboratory technician	0.2	-	-	0.1	0.1	-
Metallurgy mining technology	0.1	-	-	-	0.1	-
Auto & farm machinery	0.3	0.3	0.7	-	0.2	0.2
Foundry technology	0.1	-	-	-	0.3	0.1
X-Ray technicians	0.1	-	-	-	0.1	-
Diploma in design	0.3	0.3	-	-	0.1	0.1
Diploma in arts	0.1	-	-	-	-	-
Architect technology	0.1	-	-	-	-	0.3
Textile technology	0.3	0.5	-	0.5	2.5	1.1
Garment making	9.8	4.6	3.4	6.2	11.7	10.8
Leather work	0.8	0.6	3.9	5.2	1.1	0.7
Wood work	0.7	0.5	0.7	1.4	0.8	2.5
Refrigeration and air conditioning	0.4	-	0.4	0.5	0.6	0.8
Diploma in radio and T.V.	0.4	0.8	0.5	0.1	0.4	0.1
Electrician	3.9	6.2	5.2	3.2	3.3	4.2
Ceramics technology	0.1	-	-	0.1	0.1	0.1
Dispenser course	1.0	0.9	0.3	0.6	0.3	0.8
Polishing and soldering	0.1	-	-	-	0.3	0.1
Interior decoration	-	-	-	-	-	0.1
Typing and shorthand course	0.3	1.1	2.8	0.2	-	0.3
Cooking course	0.4	-	2.6	-	0.8	0.5
Turner course	1.2	1.8	0.3	1.8	1.0	2.0
General nursing course	0.3	0.2	0.7	0.2	0.2	0.5
Welding course	2.0	0.8	0.6	1.8	1.4	3.4
Midwifery course	0.2	-	-	0.1	0.3	0.4
L.H.V. Course	0.4	-	-	0.2	0.1	0.3
Embroidery and Knitting Course	18.0	21.8	11.3	15.1	17.1	13.3
Silma Tilla	0.1	-	-	-	-	0.3
Flower Making Course	-	-	-	-	-	-
Plumbing and pipe fitting	1.2	1.1	0.7	1.8	0.7	0.3
Weaving course	1.6	1.7	-	0.2	10.6	10.8
Pattern making course	-	-	-	-	-	0.3
Livestock and poultry framing course	-	-	-	-	-	0.1
Carpentry	3.6	4.0	1.0	1.3	2.5	2.0
Auto mechanical course	3.6	8.5	9.5	2.3	4.2	3.3
Driving course	22.9	17.5	34.1	11.7	12.7	13.9
Mason	6.1	0.9	8.7	7.1	3.7	5.3
Computer course	3.4	10.4	3.9	2.5	2.6	4.0
Others	14.3	12.0	8.6	34.9	19.0	15.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Note:- (-)stands for insignificant



### ***Distribution of Employed by Major Occupation Group***

3.7 Distribution of employed by major occupations (Table-6) in the selected districts vis a vis national profile also alludes to traditional configuration of the district socio-economic milieu. Thus, the scene is dominated by *legislators, agricultural workers, craft & related trade workers* and *elementary occupation workers*. The foremost make a higher-than-national (12.6%) sequence of Karachi-East (26.5%), Hyderabad (21.9%), Sialkot (14.3%) and Faisalabad (13.3%). The 2<sup>nd</sup> one forms lower-than-national level (39.8%) array of Faisalabad (28.6%), Sialkot (27.2%), Hyderabad (10.2%) with Karachi-East faring at the tail end (0.2%). The third category also situates districts higher than national (14.8%) in the descending order of Sialkot (33.9%), Karachi-East (25.9%), Faisalabad (25.8%) and Hyderabad (18.5%). In the case of the lattermost category, all districts except Hyderabad (19.5%) fare lower than national (15.2%) in the order of Faisalabad (13.0%), Sialkot (11.7%) and Karachi-East (11.6%).

3.8 Regarding the remaining groups, district profile of *professionals, plant operators, service & sales workers* is higher than national in all cases but Sialkot. Clerks also make higher configuration in all but Faisalabad District while *technicians* fare higher in Karachi-East and Hyderabad. The sex-disaggregated profile is generally in tandem with the national pattern, more in the case of males than females.

**Table-6  
DISTRIBUTION OF EMPLOYED BY MAJOR OCCUPATIONAL GROUP**

Major Occupational Groups	2009-10					2006-07
	Pakistan	Karachi-East	Hyderabad	Sialkot	Faisalabad	Faisalabad
<b>Both Sexes</b>						
Legislators	12.6	26.5	21.9	14.3	13.3	13.2
Professionals	1.9	5.9	4.6	1.3	2.2	1.6
Technicians	5.4	10.6	7.6	4.9	5.0	4.5
Clerk	1.4	3.8	4.6	1.5	1.3	1.1
Service and sales workers	4.8	8.2	7.5	2.6	5.1	4.8
Agriculture workers	39.8	0.2	10.2	27.2	28.6	32.3
Craft and related trades workers	14.8	25.9	18.5	33.9	25.8	26.9
Plant operators	4.0	7.3	5.7	2.7	5.7	4.1
Elementary occupation workers	15.2	11.6	19.5	11.7	13.0	11.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Male</b>						
Legislators	15.4	28.1	23.4	15.8	16.0	15.5
Professionals	2.1	5.5	4.3	1.4	2.0	1.8
Technicians	5.0	8.5	6.7	3.3	4.2	3.8
Clerk	1.7	4.1	4.9	1.7	1.6	1.4
Service and sales workers	5.9	8.5	7.7	3.0	6.3	6.0
Agriculture workers	32.4	0.2	10.2	22.9	23.7	25.3
Craft and related trades workers	15.9	25.5	18.7	36.2	25.3	28.3
Plant operators	5.1	7.8	6.2	3.1	7.1	5.1
Elementary occupation workers	16.6	11.8	17.8	12.6	13.9	12.7
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Female</b>						
Legislators	2.0	6.5	3.1	5.4	3.1	4.6
Professionals	1.5	11.7	8.8	0.6	3.0	1.0
Technicians	6.7	35.8	19.0	13.7	8.3	7.4
Clerk	0.1	1.2	0.8	-	0.2	0.1
Service and sales workers	0.7	4.3	2.5	0.7	0.7	0.6
Agriculture workers	67.7	-	9.8	51.2	47.1	58.4
Craft and related trades workers	11.1	30.7	15.7	21.0	27.7	21.5
Plant operators	0.1	0.6	-	0.7	0.3	0.1
Elementary occupation workers	10.1	9.2	40.4	6.8	9.6	6.3
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

*Note:- (-)stands for insignificant*

## Employment by Aggregated Major Occupational Groups

3.9 Regrouping the categories as highly skilled, skilled and unskilled (table-7), the highly skilled constitute higher-than-national (19.9%) row of districts in the descending order of Karachi-East (43.0%), Hyderabad (34.1%), Faisalabad (20.5%) and Sialkot (20.4). In the case of skilled, Sialkot (67.9%) and Faisalabad (66.5%) fare higher while, Hyderabad (46.4%) and Karachi-East (45.4%) lower, than national profile (64.9%). In the domain of unskilled, all except Hyderabad (19.5%), lie on the wee side of the national level (15.2%). Generally, the profile of males is more in tandem with the national pattern as compared to that of females.

**TABLE-7**  
**EMPLOYMENT BY AGGREGATED MAJOR OCCUPATIONAL GROUP**

Major Occupational Groups	2009-10					2006-07
	Pakistan	Karachi-East	Hyderabad	Sialkot	Faisalabad	Faisalabad
<b>Highly skilled (major groups 1-3)</b>						
Both sexes	19.9	43.0	34.1	20.4	20.5	19.4
Male	22.5	42.0	34.2	20.5	22.1	21.1
Female	10.1	54.0	30.8	19.7	14.4	12.9
<b>Skilled (major groups 4-8)</b>						
Both sexes	64.9	45.4	46.4	67.9	66.5	65.1
Male	60.9	46.2	47.8	66.9	64.0	61.0
Female	79.8	36.8	28.8	73.5	76.0	80.6
<b>Unskilled (major groups 9)</b>						
Both sexes	15.2	11.6	19.5	11.7	13.0	15.5
Male	16.6	11.8	17.8	12.6	13.9	12.7
Female	10.1	9.2	40.4	6.8	9.6	6.3

**Note:-**

**Highly skilled includes:** Legislators and Senior Officials, Corporate Managers, General Managers, Physical, Mathematical and Engineering Science Professionals, Life Science and Health Professionals, Teaching Professionals, Other Professionals, Physical and Engineering Science Associate Professionals, Life Science and Health Associate Professionals, Teaching Associate Professionals, Other Associate Professionals

**Skilled includes:** Office Clerks, Customer Services Clerks, Personal and Protective Services Workers, Models, Salespersons and Demonstrators, Market-Oriented Skilled Agricultural and Fishery Workers, Subsistence Agricultural and Fishery Workers, Extraction and Building Trades Workers, Metal, Machinery and Related Trades Workers, Precision, Handicraft, Printing and Related Trades Workers, Other Craft and Related Trades Workers, Stationary-Plant and Related Operators, Machine Operators and Assemblers, Drivers and Mobile-Plant Operators

**Unskilled includes:** Sales and Services Elementary Occupations, Agricultural, Fishery and Related Labourers, Labourers in Mining, Construction, Manufacturing and Transport

## OCCUPATIONS

### *Professional by Sub-Major Groups*

4 The composition of *professional* in term of subgroups identified with specific pursuits is given in the table-8. The 1<sup>st</sup> sub-group comprises *physical, mathematical and engineering science professionals*. In comparison with the national level (10.9%), Karachi-East fares much higher (27.5%) followed by Hyderabad (15.8%) while Faisalabad (7.2%) is on wee side. Sialkot does not report significant presence. The groups is mostly masculine in composition.

4.1 The 2<sup>nd</sup> subgroup constitutes *life science and health professionals*. District profile situates Hyderabad (22.5%) and Karachi-East (18.0%) above while, Faisalabad (9.8%) and Sialkot (2.5%) below, the national level (10.7%). Similar configuration obtains in case of males while figures on females make higher array, both in comparison with males and respective national level.

4.2 The 3<sup>rd</sup> subgroup; *teaching professionals* level higher than national (21.5%) in Hyderabad (40.2%), Sialkot (43.1%) and Faisalabad (22.1%) while lower in Karachi-East (12.7%). Sex disaggregated data situates males higher in Hyderabad and Sialkot while, females in all but Karachi-East.

4.3 The subgroup composing *other professionals* puts Faisalabad (60.9%) higher, while Sialkot (54.4%), Karachi-East (41.9%) and Hyderabad (21.5%) lower than national level (56.8%). Levels by males appear to be following the national pattern while for females, the only available figure; Karachi-East (26.0%) and Faisalabad (22.0%) lie on the lower side of the national (26.6%).

**Table-8**  
**PROFESSIONALS BY SUB-MAJOR GROUPS**

Sub- Major Groups	2009-10					2006-07
	Pakistan	Karachi-East	Hyderabad	Sialkot	Faisalabad	Faisalabad
<b>Physical, mathematical and engineering science professionals</b>						
Both sexes	10.9	27.5	15.8	-	7.2	4.7
Male	12.7	31.4	18.3	-	8.9	5.3
Female	1.5	5.5		-	2.8	-
<b>Life science and health professionals</b>						
Both sexes	10.7	18.0	22.5	2.5	9.8	10.5
Male	9.0	15.1	22.1	2.6	4.7	8.7
Female	19.6	34.2	24.9	-	22.7	23.5
<b>Teaching professionals</b>						
Both sexes	21.5	12.7	40.2	43.1	22.1	9.8
Male	15.7	8.8	34.6	38.9	10.1	7.6
Female	52.3	34.4	75.1	100.0	52.4	25.9
<b>Other professionals</b>						
Both sexes	56.8	41.9	21.5	54.4	60.9	75.0
Male	62.3	44.7	24.9	58.8	76.3	78.4
Female	26.6	26.0	-	-	22.0	50.7

Note:- (-)stands for insignificant

### **Technical and Associate Professionals by Sub- Major Groups**

4.4 The subgroup of *physical and engineering science* associates professional (table-9) finds their level in the districts higher than national (7.9%) in the descending order of Karachi-East (18.0%), Hyderabad (13.3%), Faisalabad (9.0%) and Sialkot (8.1%). The relevant figures also fare on the higher side of the national level. However, figures for females do not situate them as formative part of the configuration vis a vis males.

4.5 The levels of associate professionals in the field of *life science and health* fall on the wee side of the national (16.7%) except in the case of Sialkot (25.4%). Similar configuration obtains in the case of males and females with the exception that in the latter case, Faisalabad fares higher than national level (22.9% vs 20.8%).

4.6 The level of associate professionals engaged in *teaching* fare lower than national in all districts but Sialkot (53.9% vs 49.4%). None's level is higher than national in the case of males while females make opposite configuration in all districts but Faisalabad (76.2% vs 76.2%)

4.7 The subgroup of *other associate professionals* situates district profile higher than national (26.1%) in the order of Hyderabad (41.5%), Karachi-East (40.3%) and Faisalabad (35.6%) while lower in Sialkot (12.7%) comparatively. Males follow the same pattern with a sort of different order while females do not seem the part of configuration.

**Table-9**  
**TECHNICIANS AND ASSOCIATE PROFESSIONALS BY SUB-MAJOR GROUPS**

Sub- Major Groups	2009-10					2006-07
	Pakistan	Karachi-East	Hyderabad	Sialkot	Faisalabad	Faisalabad
<b>Physical and engineering science associate professionals</b>						
Both sexes	7.9	18.0	13.3	8.1	9.0	4.8
Male	10.2	23.0	16.2	14.0	13.3	5.9
Female	1.4	3.5	-	-	0.9	2.7
<b>Life science and health associate professionals</b>						
Both sexes	16.7	8.2	7.5	25.4	15.4	17.3
Male	15.2	10.5	6.3	30.7	11.4	18.3
Female	20.8	1.8	12.7	18.2	22.9	15.3
<b>Teaching associate professionals</b>						
Both sexes	49.4	33.6	37.8	53.9	40.0	46.5
Male	39.8	13.6	26.9	33.3	21.0	28.1
Female	76.2	90.7	87.3	81.8	76.2	82.0
<b>Other associate professionals</b>						
Both sexes	26.1	40.3	41.5	12.7	35.6	31.4
Male	34.8	52.9	50.6	22.0	54.2	47.8
Female	1.6	4.1	-	-	-	-

Note:- (-)stands for insignificant

### **Employment of Professionals and Technicians by Economic Sector**

4.8 Since the economies of the selected districts are urban predominantly, primary sectors viz *agriculture, forestry, hunting & fishing* and *mining & quarrying* are negligible presence. The secondary sector-the level of *manufacturing* as compared to national (5.4%), is higher in Faisalabad (15.5%), Karachi-East (12.5%) and Hyderabad (9.0%) while lower in Sialkot (2.6%). Similar configuration is formed in the case of males while females do not seem to be part of the pattern.

4.9 As for district profile of services, the higher than national level goes to, Hyderabad (5.6%) vs 1.9%) in *electricity, gas & water*, Sialkot (2.6% vs 0.8%) in *construction* and, Faisalabad (4.4 vs 3.2%) in *wholesale, retail trade, restaurant & hotels*. In the case of *transport, storage & communication*, district profile is higher than national (2.8%) in all districts except in Faisalabad (1.6%). *Finance, insurance, real estate & business* also situate Karachi-East (20.1%) and Faisalabad (10.8%) above national level (9.0%). All the aforementioned service groups are near masculine in composition with

males in tandem with the national pattern. However, *community, social personal services* seem to be open to female participation at par with males. In this category, all but Sialkot (83.4%) are on the lower than national level (75.8%). Similarly pattern is formed in the case of males while the profile of females in all but Karachi-East (94.3%) and Faisalabad (96.7%) is higher than national level (97.4%).

**Table-10**  
**EMPLOYMENT OF PROFESSIONALS AND TECHNICIANS BY ECONOMIC SECTORS**

(%)

Major Economic Groups	2009-10					2006-07
	Pakistan	Karachi-East	Hyderabad	Sialkot	Faisalabad	Faisalabad
<b>Agriculture, forestry, hunting and fishing</b>						
Both sexes	0.9	-	0.3	-	0.4	0.4
Male	1.1	-	0.4	-	0.5	0.6
Female	0.3	-	-	-	-	-
<b>Mining and quarrying</b>						
Both sexes	0.1	-	-	-	-	-
Male	0.1	-	-	-	-	-
Female	-	-	-	-	-	-
<b>Manufacturing</b>						
Both sexes	5.4	12.5	9.0	2.6	15.5	13.8
Male	6.9	15.7	10.7	4.0	22.7	19.2
Female	0.5	1.3	-	-	0.6	0.2
<b>Electricity, gas and water</b>						
Both sexes	1.9	0.9	5.6	0.6	1.6	0.5
Male	2.4	1.1	6.7	0.9	2.3	0.7
Female	0.2	-	-	-	-	0.2
<b>Construction</b>						
Both sexes	0.8	4.0	0.4	2.6	0.4	0.4
Male	1.1	5.1	0.5	4.0	0.6	0.5
Female	-	-	-	-	-	-
<b>Wholesale and retail trade, restaurants and hotels</b>						
Both sexes	3.2	1.6	2.3	-	4.4	3.5
Male	4.1	2.0	2.7	-	6.2	4.9
Female	0.2	-	-	-	0.7	-
<b>Transport, storage and communication</b>						
Both sexes	2.8	7.8	4.6	4.2	1.6	1.9
Male	3.5	9.1	5.5	6.4	2.4	2.2
Female	0.7	3.0	-	-	-	1.3
<b>Financing, insurance, real estate and business services</b>						
Both sexes	9.0	20.1	8.5	6.6	10.8	11.2
Male	11.6	25.4	10.1	10.3	15.1	15.6
Female	0.7	1.3	-	-	2.0	-
<b>Community, social and personal services</b>						
Both sexes	75.8	53.2	69.3	83.4	65.3	68.3
Male	69.2	41.6	63.3	74.4	50.1	56.4
Female	97.4	94.3	100.0	100.0	96.7	98.3

Note:- (-)stands for insignificant

### ***Craft and Related Trade Workers by Major Groups***

4.10 The Table-11 resolves the *craft related trade workers* into different subgroups. In the case of *extraction and building trade workers*, district profile is lower than national except in Hyderabad (24.2% vs 23.6%). Sex disaggregated data makes similar configuration in the case of females while males data falls on the lower side of the national level. *Metal, machinery & related workers* make lower-than-national segment except for females in Hyderabad. Both of the aforementioned sub-groups are masculine in composition.

4.11 District profile of *precision, handicraft & related trade workers* is higher than national level (5.5%) in the declining order of Sialkot (20.2%), Hyderabad (10.6%) and Karachi-East (7.1%) while Faisalabad fare equivalently (5.5%). Sex disaggregated figures situate females higher across the board while males, in all but Faisalabad.

4.12 In the case of *other craft & related workers*, district profile make two couplets; Faisalabad (65.6%) & Karachi-East (56.8%) and Sialkot (46.3%) & Hyderabad (45.1%). The former is above while the latter is below the national level (50.1%). Males follow similar pattern while females fare lower in all districts.

**Table-11**  
**CRAFT AND RELATED TRADES WORKERS BY SUB-MAJOR ECONOMIC GROUPS**

Sub- Major Economic Groups	2009-10					2006-07
	Pakistan	Karachi- East	Hyderabad	Sialkot	Faisalabad	Faisalabad
(%)						
<b>Extraction and building trades workers</b>						
Both sexes	23.6	18.1	24.2	17.3	13.8	15.3
Male	27.1	19.9	25.3	18.8	17.0	17.7
Female	5.1	-	6.8	2.5	2.7	3.7
<b>Metal, machinery and related trades workers</b>						
Both sexes	20.8	18.0	20.2	16.2	15.2	14.6
Male	24.4	19.8	21.2	17.8	19.3	17.5
Female	1.6	-	5.5		0.8	0.3
<b>Precision, handicraft, printing and related trades workers</b>						
Both sexes	5.5	7.1	10.6	20.2	5.5	5.0
Male	5.9	6.3	10.9	21.4	4.6	5.1
Female	3.6	14.4	5.3	8.7	8.3	4.9
<b>Other craft and related trades workers</b>						
Both sexes	50.1	56.8	45.1	46.3	65.6	65.0
Male	42.7	53.9	42.6	42.0	59.0	59.7
Female	89.7	85.6	82.5	88.8	88.3	91.2

*Note:- (-)stands for insignificant*

## WAGES

5. While commenting on the district profile of wages in comparison with the national level, it is instructive to keep in mind that the economies of the selected districts are predominantly urban and, as such, characterized mostly with services. Further, skill profile of the labour force is more traditional/inherited than modern/acquired in composition.

### *Employees Aggregated by Skill Level*

5.1 Table-12 (figure) trichotomizes employees and their wages according to skill level viz highly skilled, skilled and unskilled. In comparison with national figures, the size of wages in the first two categories is higher in Karachi-East and Hyderabad with lower in Faisalabad and Sialkot. Unskilled wages are higher than national level in all districts, more in the case of Sialkot and Karachi-East than Hyderabad and Faisalabad. Sex-disaggregated data forms similar pattern, except in the case of unskilled females in Faisalabad.

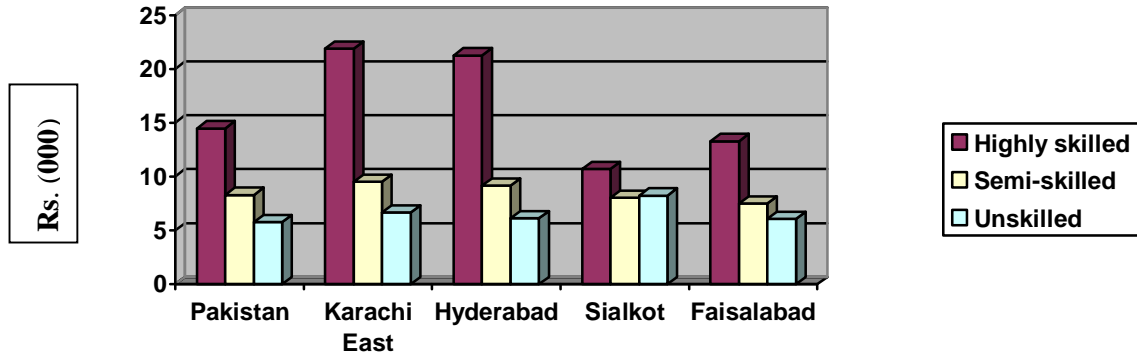
**Table-12**  
**WAGES OF EMPLOYEES BY AGGREGATED MAJOR OCCUPATIONAL GROUPS 2009-10**

Indicators	Pakistan	Karachi-East	Hyderabad	Sialkot	Faisalabad
<b>(Rs)</b>					
<b>Both Sexes</b>					
Highly skilled	14500	21860	21228	10686	13283
Skilled	8296	9516	9156	8032	7514
Unskilled	5785	6669	6153	8221	6065
<b>Male</b>					
Highly skilled	15694	23652	22309	12679	14914
Skilled	8604	9806	9283	8476	7932
Unskilled	6166	6918	6388	8707	6766
<b>Female</b>					
Highly skilled	10106	12874	15185	7033	9043
Skilled	3782	4971	5355	2883	3250
Unskilled	3573	3840	4248	3855	3191

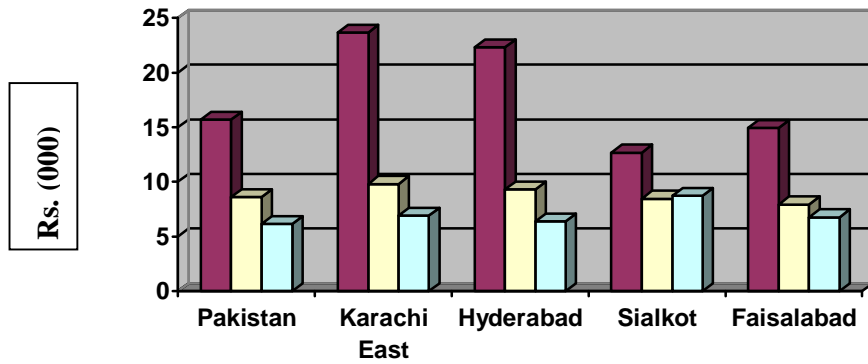
*Note:- (-)stands for nil information*

Figure-1: WAGES OF EMPLOYEES BY AGGREGATED MAJOR OCCUPATIONAL GROUPS 2009-10

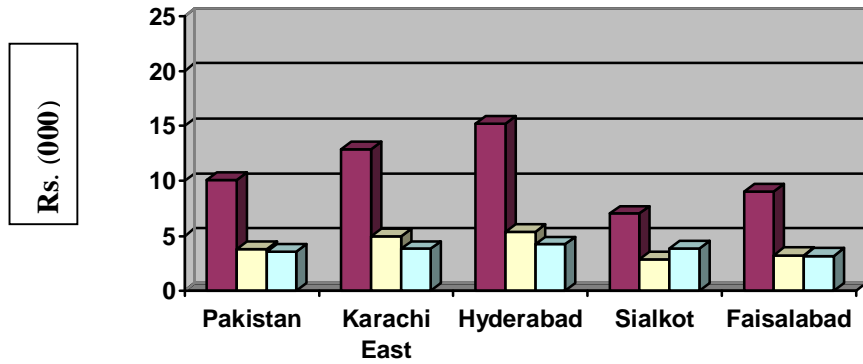
Both Sexes



Male



Female





### *Professional Employees by Sub-Groups*

5.2 Table-13 (figure-2) presents wages of professional employees in the four broad categories. Size of wages is higher than national in Karachi-East and Hyderabad while lower in the case of Faisalabad and Sialkot. The first two categories viz *physical, mathematical & engineering science professionals* and *life science and health professionals* are negligible presence in Sialkot. In the former group, males follow the similar pattern while females only presence in Karachi-East and Faisalabad is lower than national level. In the case of latter, all of the figures on males and, on females in Hyderabad only, are higher than national level.

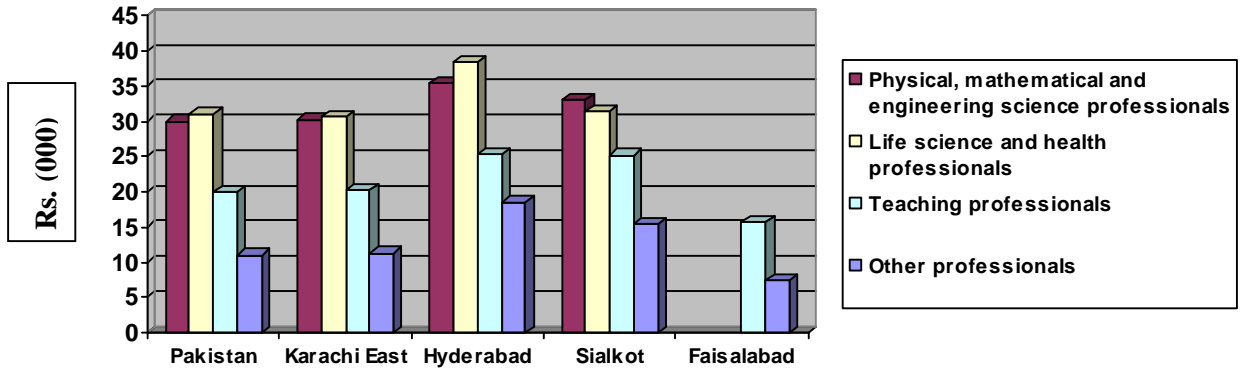
**Table-13**  
**WAGES OF PROFESSIONALS EMPLOYEES BY SUB-MAJOR GROUPS 2009-10**

Nature of Activity	(Rs)				
	Pakistan	Karachi-East	Hyderabad	Sialkot	Faisalabad
<b>Both Sexes</b>					
Physical, mathematical and engineering science professionals	30257	35444	33118	-	23418
Life science and health professionals	30572	38290	31478	-	29657
Teaching professionals	20157	25272	25129	15726	14904
Other professionals	11334	18515	15418	7370	10334
<b>Male</b>					
Physical, mathematical and engineering science professionals	30522	36089	33118	-	25552
Life science and health professionals	30760	43453	30937	-	44572
Teaching professionals	21649	28288	26433	16987	22812
Other professionals	11246	19463	15418	7370	10841
<b>Female</b>					
Physical, mathematical and engineering science professionals	16800	16000	-	-	8000
Life science and health professionals	30193	25881	35000	-	23224
Teaching professionals	16904	21873	21364	6087	11510
Other professionals	13196	11921	-	-	5816

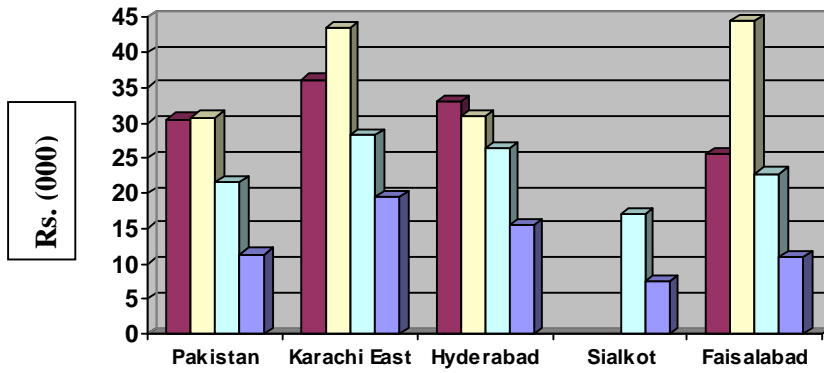
Note:- (-) Stands for nil information

**Figure-2: WAGES OF PROFESSIONALS EMPLOYEES BY SUB-MAJOR GROUPS  
2009-10**

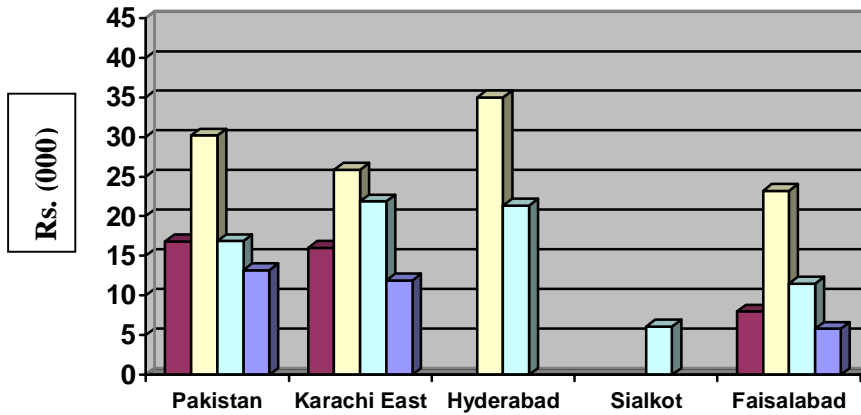
**Both Sexes**



**Male**



**Female**



### *Technicians and Associate Professionals by Sub-Groups*

5.3 Table-14 (figure-3) portrays wages of *technicians and association professional* by major sub-groups. The foremost group makes higher-than-national profile in Karachi-East and Hyderabad, the second one and the lattermost in all but Faisalabad, while the second-last in Hyderabad only. Males are higher than national level in Karachi-East and Hyderabad in the first and the last groups, across the board in the second group, while in all but Karachi-East in the second-last group.

5.4 As for females, full range of district profile is available in the case of middle two sub-groups with wages higher than national level in Karachi-East and Hyderabad and, lower in the case of Faisalabad and Sialkot. The data on females is available for Karachi-East and Faisalabad in the case of first group while for Karachi-East in the last group. The former situates females lower, while the latter, higher than national level.

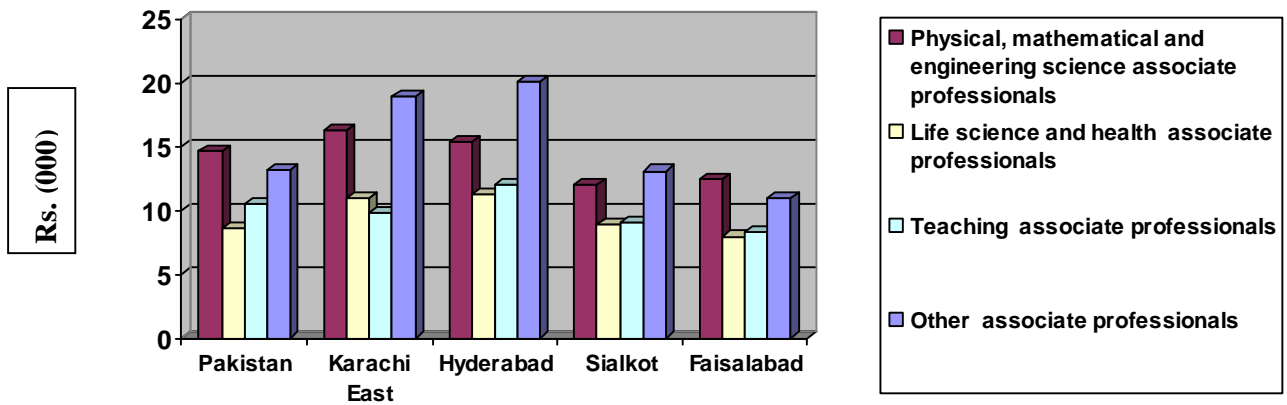
**Table-14**  
**WAGES OF TECHNICIANS AND ASSOCIATE PROFESSIONALS EMPLOYEES BY**  
**SUB-MAJOR GROUPS 2009-10**

Nature of Activity	(Rs)				
	Pakistan	Karachi-East	Hyderabad	Sialkot	Faisalabad
<b>Both Sexes</b>					
Physical, mathematical and engineering science associate professionals	14659	16305	15319	12011	12383
Life science and health associate professionals	8652	10991	11234	8921	7944
Teaching associate professionals	10451	9730	11980	9051	8331
Other associate professionals	13124	18940	20061	13090	11010
<b>Male</b>					
Physical, mathematical and engineering science associate professionals	14329	16584	15319	12011	12849
Life science and health associate professionals	9823	11296	11262	10723	11188
Teaching associate professionals	12062	10245	13414	12803	12526
Other associate professionals	13138	19157	20061	13090	11010
<b>Female</b>					
Physical, mathematical and engineering science associate professionals	20994	11837	-	-	2000
Life science and health associate professionals	7133	8000	11211	6666	5982
Teaching associate professionals	8000	9529	9978	6832	6140
Other associate professionals	12242	13758	-	-	-

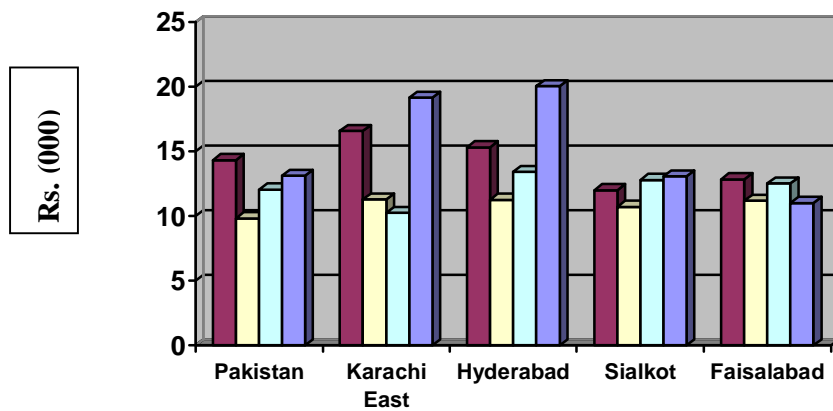
Note:- (-) Stands for nil information

**Figure-3: WAGES OF TECHNICIANS AND ASSOCIATE PROFESSIONALS EMPLOYEES  
BY SUB-MAJOR GROUPS 2009-10**

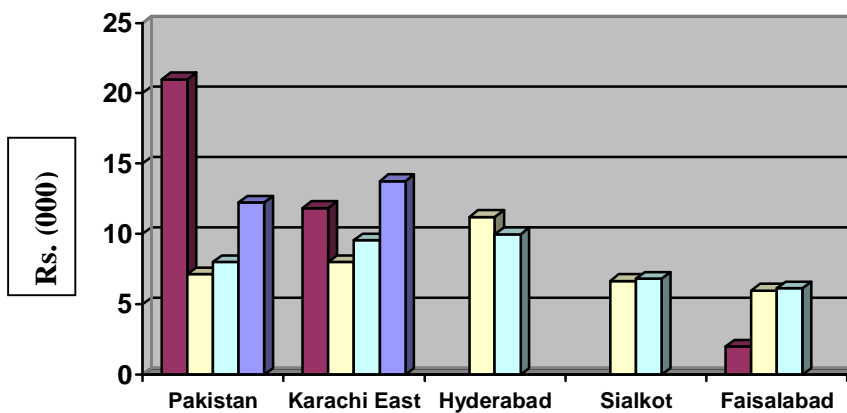
**Both Sexes**



**Male**



**Female**



### *Craft and Related Trade Employees by Sub-Groups*

5.5 Table-15 (figure-4) show wages of *craft and related trade employees* by major sub-groups. In the foremost and *lattermost* sub-groups, wages in Karachi-East and Sialkot are higher while lower in Hyderabad and Faisalabad as compared to national level. In the case of middle two sub-groups, wages of *metal, machinery and related trade workers* are higher than national in all districts but Faisalabad while wages of *precision, handicraft, printing and related trades workers* are lower in all districts but Sialkot. In the case of males, district profile of wages is higher than national, for Karachi-East & Hyderabad in the foremost group, for all but Faisalabad in the 2<sup>nd</sup> sub-group, only for Sialkot in the second last sub-groups and, for Karachi-East and Sialkot in the lattermost sub-group.

5.6 In the case of females, full range of districts profile is available for the last two sub-groups. In either case, Karachi-East and Hyderabad make higher than national segment. As far the first two groups, the available data – for Hyderabad and Faisalabad in the former case and for Faisalabad in the latter – situates females lower than national level. Wages of females in all sub-groupings are quite lower than the wages of their counterparts.

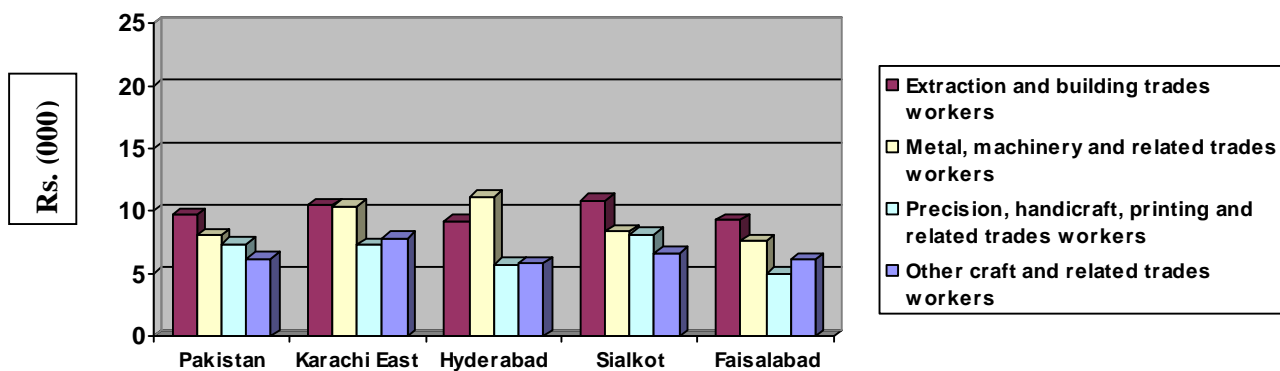
**Table-15**  
**WAGES OF CRAFT AND RELATED TRADE EMPLOYEES BY SUB-MAJOR GROUPS**  
**2009-10**

Nature of Activity	(Rs)				
	Pakistan	Karachi-East	Hyderabad	Sialkot	Faisalabad
<b>Both Sexes</b>					
Extraction and building trades workers	9708	10479	9174	10841	9299
Metal, machinery and related trades workers	8037	10387	11164	8367	7594
Precision, handicraft, printing and related trades workers	7396	7363	5745	8145	4980
Other craft and related trades workers	6189	7839	5828	6658	6088
<b>Male</b>					
Extraction and building trades workers	9753	10479	9309	10841	9335
Metal, machinery and related trades workers	8062	10387	11164	8367	7634
Precision, handicraft, printing and related trades workers	7826	7770	5785	8348	6206
Other craft and related trades workers	7121	8294	5938	7554	6750
<b>Female</b>					
Extraction and building trades workers	5634	-	2500	-	5600
Metal, machinery and related trades workers	6480	-	-	-	4913
Precision, handicraft, printing and related trades workers	3663	5914	4800	3436	2137
Other craft and related trades workers	3028	4755	4854	2811	2986

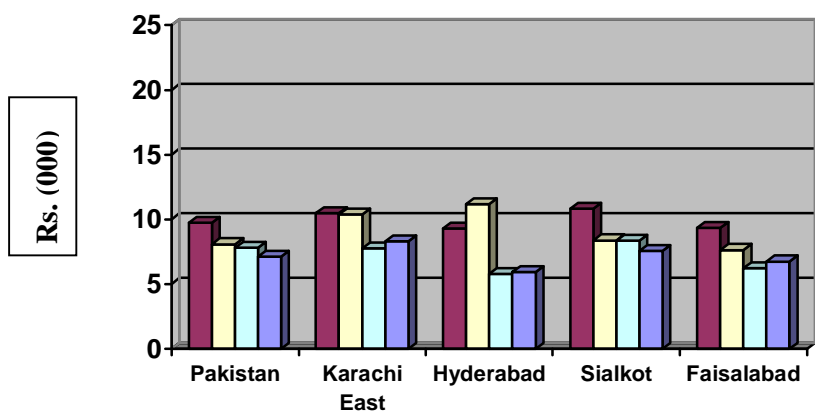
Note:- (-) Stands for nil information

**Figure-4: WAGES OF CRAFT AND RELATED TRADE EMPLOYEES BY SUB-MAJOR GROUPS 2009-10**

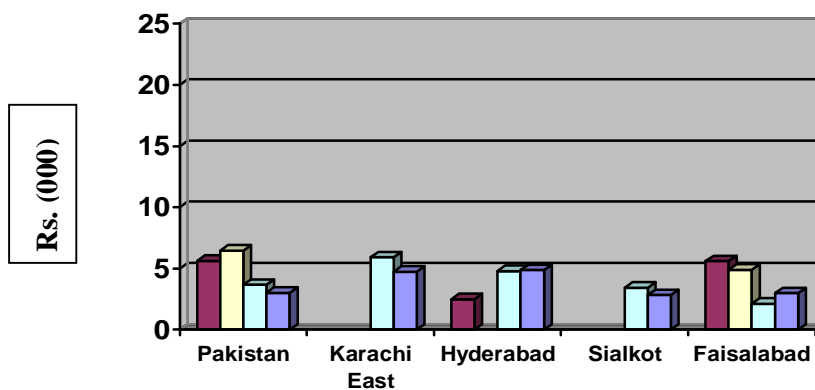
**Both Sexes**



**Male**



**Female**



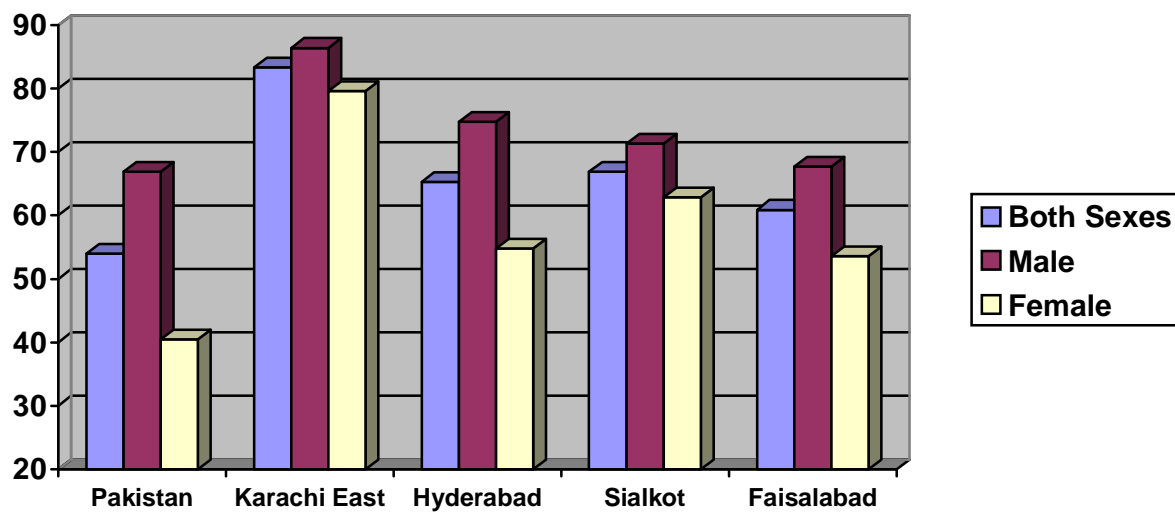
### Literacy Rate

6. Literacy Rates in the districts make higher sequence in comparison with the national level (54.0%), in the descending order of Karachi-East (83.3%), Sialkot (66.9%), Hyderabad (65.3%) and Faisalabad (60.9%). Sex-disaggregated rates in the districts are also higher than national level. Females follow the similar pattern while Sialkot and Hyderabad interchange their position in the sequence of males. However, literacy rates of females are lower than those of males.

**Table-16**  
**LITERACY RATES 2009-10**

Category	LITERACY RATES 2009-10 (%)				
	Pakistan	Karachi-East	Hyderabad	Sialkot	Faisalabad
Both Sexes	54.0	83.3	65.3	66.9	60.9
Male	66.9	86.4	74.7	71.3	67.7
Female	40.5	79.6	54.8	62.8	53.6

**Figure-5 : LITERACY RATE**



# ***ANNEXURE***



**Table -1  
EMPLOYMENT BY SECTORS**

(%)

Sectors	2009-10					2006-07
	Pakistan	Karachi-East	Hyderabad	Sialkot	Faisalabad	Faisalabad
<b>Agriculture</b>						
Both sexes	43.4	0.7	13.7	28.2	30.9	34.2
Male	35.2	0.7	11.8	23.9	25.7	27.2
Female	73.9	-	38.5	52.4	50.7	60.5
<b>Industry</b>						
Both sexes	21.4	40.3	29.6	39.6	34.4	32.7
Male	24.1	40.8	30.5	42.8	36.1	35.8
Female	11.6	33.8	17.1	21.2	28.0	21.4
<b>Services</b>						
Both sexes	35.2	59.0	56.7	32.2	34.7	33.0
Male	40.7	58.5	57.7	33.3	38.2	37.0
Female	14.5	66.2	44.4	26.4	21.3	18.1

*Note:- (-)stands for insignificant*

**Table-2  
STATUS IN EMPLOYMENT**

(%)

Employment Status	2009-10					2006-07
	Pakistan	Karachi-East	Hyderabad	Sialkot	Faisalabad	Faisalabad
<b>Employees</b>						
Both sexes	36.5	66.1	54.1	46.4	43.0	21.5
Male	40.7	64.6	53.5	38.3	46.6	38.2
Female	20.8	84.0	61.9	36.2	29.2	4.1
<b>Employers</b>						
Both sexes	1.3	6.7	3.9	1.3	2.1	0.7
Male	1.6	7.2	4.1	1.5	2.6	1.5
Female	0.1	0.7	0.8	0.5	0.3	-
<b>Own account workers</b>						
Both sexes	35.6	21.1	33.1	38.1	34.7	65.5
Male	41.3	21.8	33.5	39.5	38.3	50.0
Female	14.5	12.2	3.6	30.5	21.0	81.5
<b>Contributing family workers</b>						
Both sexes	26.6	6.1	8.8	14.1	20.3	12.3
Male	16.4	6.4	6.9	10.8	12.6	10.3
Female	64.5	3.1	33.7	32.9	49.5	14.4

*Note:- (-)stands for insignificant*

**Table-3**  
**EMPLOYMENT IN THE INFORMAL ECONOMY – PAKISTAN, KARACHI-EAST, HYDERABAD,**  
**SIALKOT & FAISALABAD 2009-10**

Employed	Share of employment in the formal economy in total employment in each economic sector	
	Share of employment in the formal economy in total employment in each economic sector	Share of employment in the informal economy in total employment in each economic sector
(%)		
<b>Pakistan</b>		
Agriculture, forestry, hunting and fishing	Excluded	Excluded
Mining and quarrying	0.4	0.1
Manufacturing	31.0	21.2
Electricity, gas and water	5.4	0.1
Construction	2.4	16.0
Wholesale and retail trade, restaurants and hotels	3.1	39.2
Transport, storage and communication	6.1	10.9
Financing, insurance, real estate & business services	5.1	1.8
Community, social and personal services	46.4	10.7
All economic sectors	100.0	100.0
<b>Faisalabad</b>		
Agriculture, forestry, hunting and fishing	Excluded	Excluded
Mining and quarrying	0.1	-
Manufacturing	64.4	32.1
Electricity, gas and water	3.9	-
Construction	0.8	9.3
Wholesale and retail trade, restaurants and hotels	2.5	36.9
Transport, storage and communication	1.8	9.5
Financing, insurance, real estate & business services	3.8	2.1
Community, social and personal services	22.8	10.1
All economic sectors	100.0	100.0
<b>Sialkot</b>		
Agriculture, forestry, hunting and fishing	Excluded	Excluded
Mining and quarrying	-	-
Manufacturing	66.4	33.0
Electricity, gas and water	1.8	-
Construction	0.4	16.1
Wholesale and retail trade, restaurants and hotels	4.3	32.6
Transport, storage and communication	2.7	7.3
Financing, insurance, real estate & business services	1.9	1.3
Community, social and personal services	22.5	9.7
All economic sectors	100.0	100.0
<b>Karachi-East</b>		
Agriculture, forestry, hunting and fishing	Excluded	Excluded
Mining and quarrying	0.1	-
Manufacturing	49.6	22.5
Electricity, gas and water	3.3	-
Construction	2.1	6.6
Wholesale and retail trade, restaurants and hotels	2.6	46.5
Transport, storage and communication	6.7	6.4
Financing, insurance, real estate & business services	10.2	4.2
Community, social and personal services	25.4	13.8
All economic sectors	100.0	100.0
<b>Hyderabad</b>		
Agriculture, forestry, hunting and fishing	Excluded	Excluded
Mining and quarrying	0.3	-
Manufacturing	26.6	18.4
Electricity, gas and water	9.0	-
Construction	2.6	13.1
Wholesale and retail trade, restaurants and hotels	3.1	47.7
Transport, storage and communication	7.0	10.3
Financing, insurance, real estate & business services	5.6	2.4
Community, social and personal services	45.8	7.9
All economic sectors	100.0	100.0

Note:- (-)stands for insignificant

**Table-5**  
**HOURS OF WORK**

(%)

Hours worked	2009-10					2006-07
	Pakistan	Karachi-East	Hyderabad	Sialkot	Faisalabad	Faisalabad
<b>Less than 20 hours</b>						
Both sexes	3.1	0.6	0.7	0.6	4.3	4.2
Male	1.1	0.4	0.7	0.4	2.1	1.6
Female	10.4	3.1	-	1.8	13.0	13.6
<b>20-29 hours</b>						
Both sexes	6.3	1.3	2.2	2.8	8.4	7.8
Male	2.6	0.7	1.5	0.8	3.2	3.3
Female	20.1	8.5	11.3	14.5	28.3	24.8
<b>30-34 hours</b>						
Both sexes	3.3	2.4	2.4	1.0	3.3	2.5
Male	2.3	1.3	1.3	0.9	2.3	2.0
Female	7.2	15.4	16.3	1.6	7.0	4.4
<b>35-39 hours</b>						
Both sexes	13.8	3.4	7.7	13.0	9.0	8.0
Male	9.3	1.6	5.8	6.7	6.3	6.8
Female	30.5	24.8	32.0	48.3	19.5	12.5
<b>40-44 hours</b>						
Both sexes	13.7	5.0	11.9	6.0	10.0	14.0
Male	13.1	4.6	11.8	5.2	9.5	10.6
Female	15.7	9.6	13.0	10.8	12.0	26.6
<b>45-49 hours</b>						
Both sexes	20.1	28.7	20.9	28.8	17.4	19.8
Male	23.3	29.2	21.2	31.7	19.9	23.0
Female	8.1	22.8	17.1	12.5	8.1	7.7
<b>50-59 hours</b>						
Both sexes	17.8	23.9	21.4	29.5	13.4	13.9
Male	21.3	25.3	22.8	33.4	15.3	15.8
Female	4.6	7.7	4.6	7.6	6.5	6.7
<b>Greater than 59 hours</b>						
Both sexes	21.7	34.7	32.7	18.3	34.0	29.9
Male	26.7	36.9	34.9	21.0	41.4	36.9
Female	3.2	8.1	5.7	3.0	5.6	3.6

*Note:- (-)stands for insignificant*

**Table-6**  
**DISTRIBUTION OF THE LABOUR FORCE WITH FORMAL/VOCATIONAL TRAINING BY MAJOR OCCUPATIONAL GROUPS**

(%)

Occupation	2009-10					2006-07
	Pakistan	Karachi-East	Hyderabad	Sialkot	Faisalabad	Faisalabad
<b>Legislators</b>						
Both sexes	5.3	6.6	2.4	6.7	4.7	12.8
Male	6.2	6.9	1.8	6.8	5.4	15.2
Female	1.6	-	22.0	6.0	1.6	4.3
<b>Professionals</b>						
Both sexes	1.1	2.5	0.3	0.2	1.3	1.6
Male	1.2	2.0	0.3	0.2	1.5	1.7
Female	1.0	15.4	-	-	0.3	0.9
<b>Technicians</b>						
Both sexes	6.4	10.3	4.7	3.3	3.7	4.4
Male	5.8	9.3	4.2	2.1	3.5	3.7
Female	9.3	38.9	24.6	11.6	4.5	6.9
<b>Clerk</b>						
Both sexes	0.8	2.0	2.8	0.5	0.8	1.1
Male	1.0	2.1	2.9	0.6	0.9	1.4
Female	-	-	-	-	-	0.1
<b>Service</b>						
Both sexes	3.7	2.3	4.5	2.2	2.9	4.9
Male	4.3	2.1	4.6	2.4	3.4	6.1
Female	1.2	7.8	-	0.7	0.8	0.7
<b>Agriculture</b>						
Both sexes	8.4	-	0.3	6.9	3.7	32.1
Male	5.5	-	0.3	6.3	2.3	25.1
Female	21.5	-	-	11.4	10.2	57.5
<b>Craft</b>						
Both sexes	52.0	53.9	49.8	69.1	62.3	27.1
Male	49.8	54.4	49.7	70.6	58.0	28.7
Female	62.1	38.0	53.4	58.9	81.2	21.5
<b>Plant</b>						
Both sexes	16.8	19.1	25.8	5.7	17.0	4.0
Male	20.5	19.8	26.5	6.2	20.6	5.0
Female	0.3	-	-	2.2	1.1	0.1
<b>Elementary occupations</b>						
Both sexes	5.2	3.3	9.4	5.4	3.7	12.1
Male	5.8	3.5	9.6	4.8	4.4	13.2
Female	2.9	-	-	9.2	0.3	8.0
<b>Unclassified</b>						
Both sexes	-	-	-	-	-	-
Male	0.1	-	-	-	-	-
Female	-	-	-	-	-	-

Note:- (-)stands for insignificant

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