



LABOUR FORCE SURVEY

2017-18

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FOREWORD

Labour Force statistics are pivotal to manpower planning, human resource development and, economic growth. Pakistan Bureau of Statistics has been conducting Labour Force Surveys (LFS) since 1963. The Survey data is extensively used by the government, researchers and other users at large.

This report presents annual estimates of the LFS 2017-18. Detailed information on labour force characteristics has been collected from representative sample of 43,361 households to produce gender disaggregated national and provincial level estimates with urban/rural breakdown. The Survey also provides for quarterly representative results at national, rural/urban level. For this purpose, total sample size is evenly distributed into four sub samples, each to be enumerated in a given quarter.

The Survey, along with the quantification of core variables, also estimates important attributes of literacy, migration, occupational safety, etc. The estimates are profiled according to latest classifications viz Pakistan Standard Industrial Classification (PSIC 2010 based on ISIC rev-4) and Pakistan Standard Classification of Occupation (PSCO- 2015 in line with ISCO-2008).

I seize this opportunity to acknowledge that all concerned sections of PBS 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 actualizing the survey output by the stipulated time frame and according to the norms of adequacy, reliability and serviceability.

Effort has been made to make this report a comprehensive, informative and useful document for decision-makers, researchers, planners, economists and other beneficiaries at large. Suggestions for further improvement of the LFS are welcome.

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LABOUR FORCE SURVEY 2017-18

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MAIN INDICATORS

Indicators	2014-15	2017-18	Indicators	2014-15	2017-18
Crude Activity (Participation) Rates (%)			Employment Status (%)		
Pakistan			Employers	1.4	1.4
Total	32.3	31.7	Own account workers	36.1	34.8
Male	48.1	48.3	Contributing Family Workers	23.8	21.4
Female	15.8	14.5	Employees	38.7	42.4
Rural			Employment by Sector (%)		
Total	34.0	32.7	Agriculture	42.3	38.5
Male	47.4	47.2	Industry	22.6	23.7
Female	20.2	18.0	Services	35.1	37.8
Urban			Underemployment (Time Related) Rates (%)		
Total	29.0	30.0	Pakistan		
Male	49.4	50.3	Total	1.1	1.3
Female	7.5	8.4	Male	0.9	1.2
Refined Activity (Participation) Rates (%)			Female	1.8	1.9
Pakistan			Rural		
Total	45.2	44.3	Total	1.3	1.5
Male	67.8	68.0	Male	1.1	1.5
Female	22.0	20.1	Female	1.7	1.7
Rural			Urban		
Total	49.0	47.1	Total	0.7	0.8
Male	69.0	68.8	Male	0.5	0.5
Female	28.8	25.6	Female	2.5	2.7
Urban			Unemployment Rates (%)		
Total	38.7	39.7	Pakistan		
Male	65.7	66.7	Total	5.9	5.8
Female	10.0	11.1	Male	5.0	5.1
Activity Status (%)			Female	9.0	8.3
Formal			Rural		
Total	27.4	28.0	Total	5.0	5.0
Rural	23.9	24.0	Male	4.3	4.7
Urban	30.8	31.7	Female	6.7	5.9
Informal			Urban		
Total	72.6	72.0	Total	8.0	7.2
Rural	76.1	76.0	Male	6.2	5.6
Urban	69.2	68.3	Female	20.4	17.5

Note: See Section II for Concepts and Definitions.

SUMMARY OF FINDINGS

Main findings of LFS 2017-18 in comparison with the LFS 2014-15, parenthesized in the chronological (previous vs current) order, are outlined as under:

- 1. Participation Rate** *Crude participation rate* (31.7%) is on the lower side than that of LFS 2014-15. Rate for males (48.1%, 48.3%) follow suit while that of females (15.8%, 14.5%) decline marginally. Participation rate in rural (34.0%, 32.7%) declines significantly while goes up almost the same points in the urban areas (29.0%, 30.0%).
- 2. Employment by Major Industries** Comparative surveys indicate changes in the employment shares. Increase is observed in *manufacturing* (15.3%, 16.1%), *wholesale & retail trade* (14.6%, 14.9%), and *transport/storage & communication* (5.4%, 6.2%) while decrease in the case of *agriculture/forestry/hunting & fishing* (42.3%, 38.5%). Other industrial categories are approximately at the same level during the comparative period.
- 3. Employment Status** Comprises *employees* (42.4%) followed by *own account workers* (34.8%), *contributing family workers* (21.4%) and *employers* (1.4%). More than one-half females workers toil as *contributing family workers* (51.9%) while about eighth-tenth of males are *own account workers* (39.1%) and *employees* (42.4%). As far change during the comparative period, *employees* (38.7%, 42.4%) trend up while *own account workers* (36.1%, 34.8%), *contributing family workers* (23.8%, 21.4%) trending down and *employers* (1.4%, 1.4%) level same.
- 4. Unemployment Rate** (5.8%) proximate to the previous survey figure (5.9%). Change is observed more in the case of females (9.0%, 8.3%) than males (5.0%, 5.1%) during the comparative period. Unemployment rate in urban areas decreases (8.0%, 7.2%) while level same in the rural areas (5.0%, 5.0%).
- 5. Activity Status** comprises *formal* and *informal* sectors. *Informal* sector accounts for more than seven-tenth (72.0%) of non-agricultural employment, more in rural (76.0%) than in urban areas (68.3%). On the other hand, *formal* sector activities are concentrated more in urban areas (31.7%) than in rural areas (24.0%). Share of females in comparison with corresponding share of males is more pronounced in *urban formal* (33.9%) and *rural informal* (77.7%) while, share of males are more evident in *rural formal* (24.3%) and *urban informal* (68.6%). *Formal* sector gear up (27.4%, 28.0), while *informal* sector gear down (72.6%, 72.0%) during the comparative period. Shares of males and females turn up in the formal and decline in the informal sector.
- 6. Literacy rate** trends up (60.7%, 62.3%), both in the case of females (49.6%, 51.8%), and males (71.6%, 72.5%). Area-wise rates suggest increase both in rural (51.9%, 53.3%) and urban areas (76.0%, 76.6%) and male-female disparity seems to be narrowing down with the time span.

SECTION-I

METHODOLOGY

Introduction

Pakistan Bureau of Statistics has been carrying out Labour Force Survey (LFS) since 1963. The questionnaire and methodology of the survey have been undergoing pertinent improvements through the forum of “Panel on Labour Statistics” comprising all important stakeholders to keep current with best practices. The questionnaire was revised in 1990 to include probing questions on marginal economic activities, likely to be carried out mostly by women and tend to go unrecorded with conventional questions. The questionnaire was further improved in 1995 to reckon with the size and composition of migration and informal sector. The scope of the survey was extended in 2001-02 to take the stock of occupational safety and health of employed persons. The questionnaire was further articulated for undertaking 1st quarterly LFS 2005-06. This practice has since been continuing. Last meeting of the Panel was held to review the questionnaire and methodology of the LFS 2014-15. The surveys conducted so far are given at Annexure-I.

2. This report presents annual results of LFS 2017-18. The survey’s sample size comprises of 43,472 households divided up into four distinct, nationally representative samples, each enumerated in a given quarter.

Objectives

3. The major aim of the survey is to collect a set of comprehensive statistics on the various dimensions of country’s civilian labour force as a means to pave the way for skill development, planning, employment generation, assessing the role and importance of the informal sector and, sizing up the volume, characteristics and contours of employment. The broad objectives of the survey are as follows:

- To collect data on the socio-demographic characteristics of the total population i.e. age, sex, marital status, level of education, current enrolment and migration etc;
- To acquire current information on the dimensions of national labour force; i.e. number of persons employed, unemployed, and underemployed or out of labour market;
- To gather descriptive facts on the engagement in major occupational trades and the nature of work undertaken by the institutions/organizations;
- To profile statistics on employment status of the individuals, i.e. whether they are employers, own account workers, contributing family workers or paid employees (regular/casual);
- To classify non-agricultural enterprises employing household member(s) as formal and informal;
- To quantify the hours worked at main/subsidiary occupations;

- To provide data on wages and mode of payment for paid employees;
- To make an assessment of occupational health and safety of employed persons by causes, type of treatment, conditions that caused the accident/injury and time of recovery; and
- To collect data on the characteristics of unemployed persons i.e. age, sex, level of education, previous experience if any, occupation, industry, employment status related to previous job, waiting time invested in the quest for work, their availability for work and expectations for future employment.

Reference Period

4. Reference period is week i.e. seven days before the date of enumeration.

Field Operation

5. PBS is the national statistical organization responsible for collection, processing, compilation and dissemination of statistics. It has 34 Regional/Field Offices located all over Pakistan. These offices are equipped and manned with regular and trained field staff for the collection of data from the field.

6. In order to evolve dynamics of field enumeration in line with the survey's objectives, training is imparted to the concerned staff on interviewing techniques and other procedure to be used in the enumeration. For quality control, supervisors from Regional/Field Offices and headquarter, make frequent field visits to keep the collection process on track.

Data Processing and Editing

7. Soon after data collection, the supervisors edit, check and clean the filled-in questionnaires manually for consistency and completeness and refer back to field where necessary.

8. Editing and coding is carried out by Regional/Field offices, while checking is done at headquarter by the subject matter section. Computer edit checks are applied to get even with errors identified at the stage of data entry. The relevant numerical techniques are used to eliminate erroneous data resulting from mistakes made during coding. The survey records are further edited and rectified through a series of computer processing stages.

Sampling Plan

9. ***Universe:*** The universe for Labour Force Survey consists of all urban and rural areas of the four provinces of Pakistan and Islamabad excluding FATA and military restricted areas. The population of excluded areas constitutes about 2% of the total population.

10. ***Sample Design:*** A stratified two-stage sample design is adopted for the survey.

11. ***Sampling Frame:*** Pakistan Bureau of Statistics (PBS) has developed its own sampling frame for both urban and rural domains. Each city/town is divided into enumeration blocks. Each

enumeration block is comprised of 200 to 250 households on the average with well-defined boundaries and maps. The frame used in this survey was the most recent frame which is updated through Population and Housing Census 2017.

Stratification Plan

12. ***Rural Domain:*** Each administrative district in the Punjab, Sindh and Khyber Pakhtunkhwa (KP) is considered an independent stratum whereas in Balochistan, each administrative division constitutes a stratum.

13. ***Urban Domain:*** All administrative divisions in the four provinces, constitutes separate stratum.

14. ***Selection of primary sampling units (PSUs):*** Enumeration blocks in both Urban and Rural domains are taken as Primary Sampling Units (PSUs). Sample PSUs from each ultimate stratum/sub-stratum are selected with probability proportional to size (PPS) method of sampling scheme. In both Urban and Rural domains, the number of households in an enumeration blocks considered as measure of size.

15. ***Selection of secondary sampling units (SSUs):*** The listed households of sample PSUs are taken as Secondary Sampling Units (SSUs). A specified number of households i.e. 12 from each urban sample PSU and 16 from rural sample PSU are selected with equal probability using systematic sampling technique with a random start.

16. ***Sample Size and Its Allocation:*** A sample of 43,472 households is considered appropriate to provide reliable estimates of key labour force characteristics at National/Provincial level with Urban and Rural breakup. The entire sample of households (SSUs) is drawn from 3032 Primary Sampling Units (PSUs) out of which 1772 are rural and 1260 are urban. The overall sample has been distributed evenly over four quarters independently. The distribution of sample PSUs and SSUs in the urban and rural domains of the four provinces is as under: -

SAMPLE SIZE AND ITS ALLOCATION

(Nos.)

Province/Area	Sample Enumeration Blocks/ Villages (PSUs)			Sample Households (SSUs)		
	Rural	Urban	Total	Rural	Urban	Total
Khyber Pakhtunkhwa	292	228	520	4672	2736	7408
Punjab	812	660	1472	12992	7920	20912
Sindh	468	200	668	7488	2400	9888
Baluchistan	200	172	372	3200	2064	5264
Pakistan	1772	1260	3032	28352	15120	43472

Method of Data Collection

17. Data are collected by direct interview method. Generally, the head of household is chosen to provide information about all members of the household. In case of his/her 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.

Coverage

18. The survey covers all urban and rural areas of the four provinces of Pakistan and Islamabad excluding Federally Administered Tribal Areas (FATA) and military restricted areas. The population of excluded areas constitutes about 2% of the total population.

19. All sample enumeration blocks in urban areas and mouzas/dehs/villages in rural areas were enumerated except 111 households which were not covered due to non contact or refusal cases in urban and rural areas. However, the number of sample households (43,361) enumerated as compared to total sample size (43,472) is high as response rate is (99.74%). Province wise detail of dropped sample areas (PSUs) are shown as under:

Province/Area	Sample Enumeration Blocks/ Villages (PSUs)			Sample Households (SSUs)		
	Rural	Urban	Total	Rural	Urban	Total
Khyber Pakhtunkhwa	-	-	-	3	4	7
Punjab			-	31	63	94
Sindh	-	-	-	3	6	9
Balochistan	-	-	-	-	1	1
Pakistan	-	-	-	37	74	111

SECTION-II

Reliability of Estimate

Notwithstanding complete observance of the requisite codes to ensure reliability of data, co-efficient of variations and confidence intervals computed in the backdrop of 5% margin of error exercised for determining sample size, are also given below to affirm the reliability of estimates.

COEFFICIENT OF VARIATION (CVs) OF IMPORTANT VARIABLES

Characteristics/ Variables	Coefficient of Variation (Cvs) in Percentage						
	Pakistan	Urban	Rural	Provinces			
				KP	Punjab	Sindh	Balochistan
Total Persons	0.71	1.32	0.81	1.90	0.81	1.75	3.40
Employed Persons	0.82	1.41	1.01	2.41	1.03	1.83	3.75
Employed Persons in Formal Sector	1.85	2.48	2.77	4.48	2.27	4.05	9.11
Employed Persons in Informal Sector	1.21	1.80	1.61	2.86	1.42	3.31	5.02
Literacy Rates	0.56	0.70	0.79	1.41	0.66	1.39	2.08
Household Size	0.34	0.55	0.43	0.99	0.41	0.71	1.16
Sex Ratio	0.40	0.74	0.46	0.90	0.51	0.94	1.43
Un-employment Rate	2.76	4.36	3.47	5.36	3.32	8.02	16.28
Crude Participation Rate	0.49	0.71	0.65	1.51	0.62	0.95	1.95
Refined Participation Rate	0.47	0.69	0.62	1.49	0.61	0.91	1.62

CONFIDENCE INTERVAL OF IMPORTANT VARIABLES-PAKISTAN

Characteristics/Variables	Estimates	Confidence Interval	
		Lower	Upper
Pakistan			
Total Persons	206628940	203768376	209489222
Employed Persons	61709276	60712072	62706398
Employed Persons in Formal Sector	10629716	10243947	11015484
Employed Persons in Informal Sector	27325412	26679534	27971285
Literacy Rates (%)	62.27	61.59	62.94
Household Size (%)	6.12	6.08	6.16
Sex Ratio (%)	103.33	102.52	104.14
Un-employment Rate (%)	5.79	5.48	6.10
Crude Participation Rate (%)	31.70	31.39	32.00
Refined Participation Rate (%)	44.28	43.87	44.69

CONFIDENCE INTERVAL OF IMPORTANT VARIABLES

Characteristics/Variables	Estimates	Confidence Interval	
		Lower	Upper
Pakistan			
Urban			
Total Persons	75437414	73486565	77388262
Employed Persons	20959585	20378656	21540513
Employed Persons in Formal Sector	6238042	5934286	6541797
Employed Persons in Informal Sector	13452357	12977998	13926717
Literacy Rates (%)	76.55	75.50	77.59
Household Size (%)	5.86	5.80	5.93
Sex Ratio (%)	106.18	104.64	107.72
Un-employment Rate (%)	7.23	6.61	7.85
Crude Participation Rate (%)	29.95	29.53	30.37
Refined Participation Rate (%)	39.71	39.18	40.24
Rural			
Total Persons	131191526	129099445	133283325
Employed Persons	40749692	39939185	41560116
Employed Persons in Formal Sector	4391674	4153871	4629477
Employed Persons in Informal Sector	13873054	13434717	14311388
Literacy Rates (%)	53.34	52.51	54.17
Household Size (%)	6.27	6.22	6.33
Sex Ratio (%)	101.73	100.80	102.65
Un-employment Rate (%)	5.03	4.69	5.37
Crude Participation Rate (%)	32.71	32.29	33.12
Refined Participation Rate (%)	47.14	46.57	47.71

CONFIDENCE INTERVAL OF IMPORTANT VARIABLES- PROVINCES

Characteristics/Variables	Estimates	Confidence Interval	
		Lower	Upper
KP			
Total Persons	31670154	30490990	32849035
Employed Persons	7167854	6827783	7507843
Employed Persons in Formal Sector	1078885	984204	1173567
Employed Persons in Informal Sector	3750909	3540633	3961182
Literacy Rates (%)	55.35	53.82	56.89
Household Size (%)	7.44	7.30	7.59
Sex Ratio (%)	98.21	96.47	99.95
Un-employment Rate (%)	7.16	6.41	7.91
Crude Participation Rate (%)	24.38	23.66	25.10
Refined Participation Rate (%)	35.42	34.39	36.46
Punjab			
Total Persons	114262783	112440396	116085169
Employed Persons	37595883	36838189	38353577
Employed Persons in Formal Sector	5904181	5641021	6167340.2
Employed Persons in Informal Sector	16651040	16186813	17115267
Literacy Rates (%)	64.66	63.82	65.50
Household Size (%)	5.89	5.84	5.94
Sex Ratio (%)	99.41	98.41	100.40
Un-employment Rate (%)	5.97	5.58	6.36
Crude Participation Rate (%)	34.99	34.56	35.42
Refined Participation Rate (%)	47.89	47.32	48.46

CONFIDENCE INTERVAL OF IMPORTANT VARIABLES- PROVINCES

Characteristics/ Variables	Estimates	Confidence Interval	
		Lower	Upper
Sindh			
Total Persons	50238779	48511321	51966238
Employed Persons	14445047	13924597	14965498
Employed Persons in Formal Sector	3149878	2899413	3400342
Employed Persons in Informal Sector	5920736	5536450	6305021
Literacy Rates (%)	62.16	60.46	63.85
Household Size (%)	5.88	5.80	5.96
Sex Ratio (%)	113.23	111.14	115.33
Un-employment Rate (%)	4.92	4.41	5.70
Crude Participation Rate (%)	30.24	29.68	30.80
Refined Participation Rate (%)	42.27	41.51	43.02
Balochistan			
Total Persons	10457224	9759565	11154883
Employed Persons	2500491	2316797	2684185
Employed Persons in Formal Sector	496772	408072	585472
Employed Persons in Informal Sector	1002727	903948	1101506
Literacy Rates (%)	55.49	53.23	57.74
Household Size (%)	6.63	6.41	6.78
Sex Ratio (%)	118.63	115.32	121.95
Un-employment Rate (%)	4.09	2.79	5.40
Crude Participation Rate (%)	24.93	23.98	25.88
Refined Participation Rate (%)	38.98	37.75	40.22

SECTION-III

CONCEPTS AND DEFINITIONS

A brief explanation of the key concepts and definitions follows.

1. ***Sex Ratio*** is the average number of males per 100 females.
2. ***Literacy rate*** expresses all those persons ten years of age and above who could read and write in any language with understanding, as percentage of the population ten years and above.
3. ***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.
4. ***Household*** constitutes all those persons who usually live together and share their meals. A household may consist of one person or more who may or may not be related to each other.
5. ***Migration*** means the population's movement from one administrative district to another administrative district at any time of their lives and excludes the ones moved within the current district.
6. ***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.

7. **Currently Active Population** or labour force comprises all persons ten years of age and above who can be categorized as employed or unemployed during the reference period i.e. one week preceding the date of interview.
8. **Crude activity rate** is the currently active population expressed as a percentage of the total population in Pakistan.
9. **Refined activity rate** is the currently active population expressed as a percentage of the population 10 years and above. This rate enables international comparison by factoring in the effect of age composition.
10. **Augmented activity rate** is based on probing questions from the persons not included in the conventional measure of labour force, to net-in marginal economic activities viz subsistence agriculture, own construction of one's dwelling etc. Conventionally, persons 10+ aged reporting housekeeping and other related activities are considered out of labour force. However, from the perspective of time use, they are identified as employed if they have spent time on a specific set of marginal economic activities mentioned afore.
11. **Employment** comprises all persons ten 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.
12. **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.
13. **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.
14. **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.
15. **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/her employment i.e. whether he/she is an employer, own account worker, employee or unpaid family worker is defined as follows:-

16. **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*

17. **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.

18. **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.

19. **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.

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

21. **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.

22. **Household Enterprise** or equivalently, an unincorporated enterprise, is a production unit that does not have a separate legal entity independent of the household(s) or household members that own it. It is neither a corporation nor has a complete set of accounts that would permit a clear distinction between the production activities of the enterprise from the other activities of the owner(s) i.e. it is not a quasi-corporation.

23. **Underemployment (Time-related)** comprises all employed persons who during the reference period satisfied the following two criteria simultaneously:

- i) Worked less than 35 hours per week,
- ii) Sought or were available for alternative or additional work.

24. **Underemployment (Time-related) Rate** is the time related underemployed population expressed as a percentage of the currently active population.

25. **Unemployment** in Pakistan comprises all persons ten 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.

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

27. **Multiple job holders** relates to persons who during the reference period carried out more than one economic activity. The survey obtains information about the occupation, industry, status in employment and informal sector characteristics of secondary jobs.

28. **Hours actually worked** relates to the number of hours worked in the main and secondary jobs during the reference period, including any overtime and excluding any absence from work.

29. **Population not currently active** or “persons not in the labour force” comprises all persons who were not employed or unemployed during the reference period and hence not currently active. They are classified into the following categories:-

- a) Attending educational institutions,
- b) Engaged in household duties,
- c) Retired or old age,
- d) Too young to work,
- e) Unable to work/handicapped,

- f) Agricultural landlord and/or property owner; nature of ownership includes land, commercial/residential buildings, cinemas, hotels, petrol pumps, power looms, etc. (given on rent or lease). They are owners but they do not work for their properties,
- g) Others (persons who derive their income solely from royalties, dividends, etc; engaged in immoral pursuits such as prostitutes, beggars, thieves and smugglers etc; voluntary social workers doing work outside the family enterprise, living entirely on charity, etc.)

30. **Occupational Injury/Disease** refers to any personal injury or disease resulting from an occupational accident/ disease which occurs to employed person (s) i.e. an individual occurrence or event arising out of or in the course of work. Some occupational injuries are serious enough to need treatment, either at hospital, or by a doctor, nurse or some other kind of medical professional, and may mean that the injured person is unable to work, or to work normally, for some time, i.e. they have to take time off work. Other injuries may be less serious/incapacitating, so that the injured person may be able to return to work quickly. All such occupational injuries are taken into consideration. An injury should only be considered as an occupational injury if it was received at the person's work place or in the course of the person's work. Injuries received on the way to or from work are also considered to be occupational accidents. For the purpose of statistics of occupational injuries, the following terms and definitions are used:

- a) **Occupational accident** is an unexpected and unplanned occurrence, including acts of non-consensual violence arising out of or in connection with work which results in personal injury, disease or death;
- b) **Commuting accident** is an accident occurring on the habitual route between the place of work and: i) the worker's principal or secondary residence; ii) the place where the worker usually takes his/her meal; iii) the place where he/she usually receive his/her remuneration; or iv) the place where he/she receives training, which results in death or personal injury involving loss of time; travel, transport or road traffic accidents in which workers are injured and which arises out of or in the course of work, i.e. while engaged in an economic activity, or at work, or carrying on the business of the employer.
- c) **Occupational injury** is any personal injury, disease or death resulting from an occupational accident;
- d) **Case of occupational injury** is the case of one person incurring an occupational injury as a result of one occupational accident;
- e) **Occupational disease** is a disease contracted as a result of an exposure to risk factors arising from work activity;
- f) **Incapacity for work** means inability of the injured person to perform normal duties of work;

- g) **Fatal occupational injury** is one which leads to death within one year of the day of the occupational accident causing the injury;
- h) **Loss of working time** means the count of time started from the day of accident to the day prior to the day of return to work measured as calendar days, week days or working days in accordance with the severity of the injury. In the case of recurrent absences due to a single case of occupational injury, each period of absence should be measured and the resulting number of days lost for each period summed to arrive at the total loss of working time for the case of injury. Temporary absence from work of less than one day for medical treatment should not be included in time lost.

31. **Range of data** includes, generally, the information about the number of persons employed who suffered an injury or disease in the 12 months prior to the reference period that caused the worker to take time off and/or consult a doctor. In addition, for each injury or disease suffered, it also obtains information about

- (i) the act that caused the accident or disease,
- (ii) whether time off was taken or treatment was received as a result
- (iii) the conditions that caused the accident or injury
- (iv) the time of recovery

32. **Income from paid employment** relates to the amount of money earned by persons in paid employment in their main job. The income may be earned in cash or in kind, and is reported net of security contributions and, deductions for pensions and income tax. It includes the value in rupees of income in kind as well as regular or adhoc bonuses. The information on earnings is recorded per week or month and the information on bonuses is recorded per year, to convert it later on monthly basis. The survey does not obtain information on the income of self employed persons.

33. **Entitlement to annual leave and sick leave** relates to the number of days in the year that workers in paid employment are entitled to obtain and sick leave.

34. The questionnaire adopted for the Survey is given at Annexure-II.

SECTION- IV

SALIENT FEATURES

The Survey's estimates are based on the data of 43,361 sample households enumerated through July 2017 to June 2018. Findings are presented in the form of proportions and percentages to provide for all-purpose employability. The population of Pakistan as per Population and Housing Census 2017 is estimated at 206.64 million on 1st January 2018. The same has been used in arriving at absolute numbers in the report.

2. In comparison with that of the preceding LFS 2014-15, a brief account of the survey's main annual estimates, *parenthesized in the same order*, is given in the following paragraphs.

Marital Status

3. Marital status (Table-1) consists of mainly in the categories of *never married* and *married*. *Widowed* and *divorced* constitute minute part of the configuration. *Never married* pare down (43.5%, 42.3%) while *married* (52.6%, 53.5%) trend up. *Widowed* (3.6%, 3.9%) increase a bit and *divorced* (0.3%, 0.3%) level same during the comparative period. See table-1 and Statistical Tables-4 (Annex-III).

Table-1
MARITAL STATUS - DISTRIBUTION OF POPULATION 10 YEARS OF AGE AND ABOVE

Marital Status	2014-15	2017-18
Never Married	43.5	42.3
Married	52.6	53.5
Widowed	3.6	3.9
Divorced	0.3	0.3
Total	100.0	100.0

Sex Ratio

4. Comparative figures for the overall sex ratio (104, 103) pare down a bit in LFS 2017-18. Rural figures (103, 102) proximate to the national pattern while urban ones (106, 106) makes a higher trend. Sex ratio lose stem in Punjab (101, 99) and KP (101, 98), while gear up in Sindh (111, 113) and Balochistan (115, 119) during the comparative periods. Migration, as one of the main factor in determining the size and composition of population may be viewed for possible explanation in this regard. Relevant information is presented in the following Table-2.

Table-2
SEX RATIO - PAKISTAN AND PROVINCES

Province/Area	2014-15	2017-18
Pakistan	104	103
Rural	103	102
Urban	106	106
Khyber Pakhtunkhwa	101	98
Punjab	101	99
Sindh	111	113
Balochistan	115	119

Source:- Derived from Statistical Table-2. (Annex-III)

Literacy

5. Literacy rate trends up (60.7%, 62.3%), both in the case of females (49.6%, 51.8%), and males (71.6%, 72.5%). Area-wise rates suggest increase both in rural (51.9%, 53.3%) and urban areas (76.0%, 76.6%) and male-female disparity seems to be narrowing down with the time span. Literacy rate rises in all provinces, KP (54.1%, 55.3%), Punjab (61.9%, 64.7%), and Balochistan (54.3%, 55.5%) except in Sindh (63.0%, 62.2%) where marginal decrease is observed. See table-3.

Table-3
LITERACY RATES (10 YEARS AND ABOVE) - PAKISTAN AND PROVINCES

(%)

Province/Area	2014-15			2017-18		
	Total	Male	Female	Total	Male	Female
Pakistan	60.7	71.6	49.6	62.3	72.5	51.8
Rural	51.9	65.3	38.4	53.3	66.3	40.5
Urban	76.0	82.4	69.3	76.6	82.2	70.6
KP	54.1	72.1	36.8	55.3	73.3	38.5
Rural	51.3	70.2	33.1	52.7	71.6	35.3
Urban	66.3	80.0	52.4	66.8	80.4	53.3
Punjab	61.9	70.4	53.6	64.7	72.2	57.4
Rural	54.6	65.0	44.6	56.9	66.5	47.8
Urban	75.6	80.1	71.0	77.2	80.9	73.3
Sindh	63.0	73.9	50.7	62.2	72.8	49.9
Rural	45.0	61.2	26.2	44.1	60.1	25.7
Urban	79.6	86.0	72.7	78.4	84.3	71.7
Balochistan	54.3	72.0	33.0	55.5	73.0	33.5
Rural	49.5	67.7	27.7	50.5	68.9	26.8
Urban	67.0	83.4	47.1	68.5	84.2	50.1

Level of Education

6. The comparative shares of **literate** signify improvement in the profile of educational attainment (60.7%, 62.3%). The share of *No formal education* trends up (0.4%, 1.6%). All categories seem to be on rise except a sort of decline in the category of below *matric* (37.5%, 36.9%). Generally, males are more educated compared to females and disparity is narrowing down with the passage of time. See table-4 and Statistical Table-3 (Annex-III).

Table-4
LEVEL OF EDUCATION - DISTRIBUTION OF POPULATION 10 + YEARS OF AGE BY SEX
(%)

Level of Education	2014-15			2017-18		
	Total	Male	Female	Total	Male	Female
A. Literate	60.7	71.6	49.6	62.3	72.5	51.8
No formal education	0.4	0.3	0.5	1.6	1.8	1.3
Below matric	37.5	44.5	30.4	36.9	43.0	30.6
Matric but less than Intermediate	11.6	13.8	9.4	11.9	14.3	9.6
Intermediate but less than Degree	5.7	6.6	4.7	5.9	6.7	5.2
Degree and above	5.5	6.4	4.6	6.0	6.8	5.1
B. Illiterate	39.3	28.4	50.4	37.7	27.5	48.2
Total (A+B)	100.0	100.0	100.0	100.0	100.0	100.0

Migration

7. Proportion of migrants and size of population seem to be correlated positively. In this regard, provinces make a descending sequence of Punjab (70.3%), Sindh (18.3%), KP (10.5%) and Balochistan (0.9%). Migration decreases in Sindh (20.6%, 18.3%), curves up in Punjab (68.2%, 70.3%) and Balochistan (0.7%, 0.9%), while levels same in KP (10.5%, 10.5%). Sex disaggregated proportions show significant variations in overall configuration, more in Punjab and KP while less in Sindh and Balochistan. Further, in collation with proportions of females, the proportions of male migrants are higher in all provinces except in Punjab.

8. *Inter provincial migration* indicates positive nexus with the level of urbanization and economic development. The proportions of inter provincial migrants is sequenced in the decreasing order of Punjab (48.4%), Sindh (31.4%), KP (18.9%) and Balochistan (1.3%). Inter-provincial migration is on rise in Punjab, KP and Balochistan while recedes in Sindh. In comparison with the proportions of males, the proportions of female migrants are higher in all provinces except in KP.

9. The proportion of *intra provincial migrants* indicates positive bond with the size of population. Provinces form expected sequence in the order of Punjab (76.9%), Sindh (14.4%), KP (7.9%) and Balochistan (0.8%). Similar pattern obtains by sex. Intra-provincial migration increases in Punjab (74.6%, 76.9%) and Balochistan (0.6%, 0.8%) while recedes in Sindh (16.7%, 14.4%) and KP (8.2%, 7.9%). Similarly, proportion of male migrants is higher than of female migrants in all provinces except in Punjab. See table-5 & 5.1 and Statistical Tables-11 (Annex-III).

Table-5
INTER AND INTRA PROVINCIAL MIGRATION 2014-15

(%)

Provinces	Total			Inter-Provincial			Intra-Provincial		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Pakistan	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
KP	10.5	14.6	7.6	18.7	25.1	10.8	8.2	8.7	5.8
Punjab	68.2	61.8	72.5	45.4	42.1	49.3	74.6	70.3	76.9
Sindh	20.6	22.7	19.2	34.8	31.8	38.6	16.7	20.2	16.9
Balochistan	0.7	0.8	0.6	1.1	1.0	1.3	0.6	0.8	0.4

Table-5.1
INTER AND INTRA PROVINCIAL MIGRATION 2017-18

(%)

Provinces	Total			Inter-Provincial			Intra-Provincial		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Pakistan	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
KP	10.5	13.8	8.1	18.9	25.6	11.0	7.9	8.8	7.4
Punjab	70.3	66.2	73.2	48.4	46.1	51.2	76.9	74.8	78.1
Sindh	18.3	19.0	17.9	31.4	27.3	36.2	14.4	15.3	13.8
Balochistan	0.9	1.0	0.8	1.3	1.0	1.6	0.8	1.1	0.7

10. Streams of migration flow within and between urban and rural areas. Since urbanization is the predictable attendant with the process of economic development, rural to urban migration steals most of the attention due to enormity of substantial demand on the socio-economic resources.

11. **Rural to urban migration** accounts for about one in seventh (15.1%) of the total flow of migrants within and between areas. Males are more savvy to go urban (18.9%) compared to females (12.4%). Proportions by province form a descending sequence of KP (37.6%), Punjab (14.0%), Balochistan (14.0%) and Sindh (6.4%). Proportions by sex are higher for males in Punjab and KP while lower in Sindh and Balochistan.

12. As for change during the comparative periods, the rural to urban migration is trending down in all provinces except in KP. The change is noticeable for both males and females during the comparative periods. See table 5.2 and Statistical Table-11.2 (Annex-III).

Table 5.2
DISTRIBUTION OF RURAL TO URBAN MIGRATION

(%)

Migration stream	2014-15			2017-18		
	Total	Male	Female	Total	Male	Female
Pakistan	22.5	24.7	21.1	15.1	18.9	12.4
KP	21.1	17.3	26.0	37.6	49.1	23.7
Punjab	25.1	30.2	22.2	14.0	16.5	12.4
Sindh	13.9	13.7	14.1	6.4	5.5	7.1
Balochistan	43.8	46.4	41.2	14.0	13.4	14.5

Reasons of Migration

13. According to the size of the relevant proportions, the *marriage* (33.8%) and movement *with parents* (21.1%) constitute the foremost reasons for migration. The former is proffered more by females while the latter's calculus owes more to males than females. Migration *with spouse* (10.8%) and *homecoming* (9.5%) make the next important couplet. Again, the former is related more by females while the latter is determined more by males than females. *Found a job* (5.7%) and *searching for job* (5.3%) is the next couplet of reasons narrated more by males than females.

14. *Change of residence* (3.1%) and assorted *other explanation* (2.4%) are the fourth most important set of reasons, put forth more by males than females. The last important reasons of migration are *job transfer* (2.1%), *business* (1.6%), *education* (1.4%), *security/law & order situation* (1.1%) and *searching for better agriculture land* (1.0%) and, all related more by males than females.

15. As for change during the period marked by the consecutive surveys, the comparative figures of most of the striking reasons seem to be decline while rest of the categories is characterized with marginal changes. See table-6 and Statistical Table-13 (Annex-III).

Table -6
MIGRANTS POPULATION BY MAIN REASONS OF MIGRATION

(%)

Main Reasons of Migration	2014-15			2017-18		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Job transfer	1.7	3.3	0.5	2.1	4.6	0.2
Found a job	5.8	13.1	0.4	5.7	12.6	0.3
Searching for job	5.8	13.2	0.2	5.3	11.7	0.4
Searching for a better agriculture land	1.0	2.2	0.1	1.0	2.0	0.2
Education	0.9	1.5	0.4	1.4	2.2	0.7
Business	1.3	2.7	0.2	1.6	3.4	0.1
Health	0.1	0.2	-	0.1	0.2	0.1
Marriage	34.2	2.1	58.4	33.8	2.0	58.6
With parents	20.5	29.8	13.5	21.1	30.2	14.0
With spouse	12.1	1.0	20.4	10.8	0.6	18.8
With son/daughter	1.2	1.0	1.5	1.0	0.6	1.4
Change of Residence	2.3	4.6	0.1	3.1	5.0	1.7
Return to his home	8.8	19.2	0.9	9.5	20.1	1.2
Security/Law & order situation	1.4	2.0	0.9	1.1	1.5	0.7
Other	3.0	4.1	2.5	2.4	3.3	1.6

Note: (-) Stands for insignificant

Migrants Employed by Employment Status

16. More than eight out of ten (84.8%) of migrants are either *employees* (53.2%) or *own account workers* (31.6%). Near one in eight (12.8%) are *contributing family workers* and one in thirty three (3.1%) are *employers*. More males than females are engaged as *employees* (56.8%, 40.8%) and *own account workers* (34.2%, 22.6%) while more females than males work as *contributing family workers* (36.4%, 5.9%). *Employers* seem to be masculine in composition. As for change during the comparative period, *employees* scale up while the remaining categories of employment; *contributing family worker*, *own account workers* and *employers* trend down. See table-7 and Statistical Table-14 (Annex-III).

Table- 7
MIGRANTS EMPLOYED BY EMPLOYMENT STATUS

(%)

Employment Status	2014-15			2017-18		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Employers	2.8	3.7	0.1	2.4	3.1	0.2
Own account workers	34.2	37.6	23.6	31.6	34.2	22.6
Contributing family workers	14.7	6.1	41.2	12.8	5.9	36.4
Employees	48.3	52.6	35.1	53.2	56.8	40.8

Labour Force Participation Rates: Crude

17. *Crude participation rate* (31.7%) is on the lower side than that of LFS 2014-15. Rate for males (48.1%, 48.3%) follow suit while that of females (15.8%, 14.5%) decline marginally. Participation rate in rural (34.0%, 32.7%) decreases significantly while increases almost the same points in the urban areas (29.0%, 30.0%). Participation rates in KP (25.0%, 24.4%), Punjab (35.4%, 35.0%) and Sindh (30.6%, 30.2%) signify equivalence minor decline while in Balochistan (27.6%, 24.9%) decrease is observed significantly during the comparative periods. *Augmented participation rates* seem to be curving up in all provinces except Balochistan. See table-8 (figure-1) and Statistical Tables-15 to 15.4 and 16 to 16.4 (Annex-III).

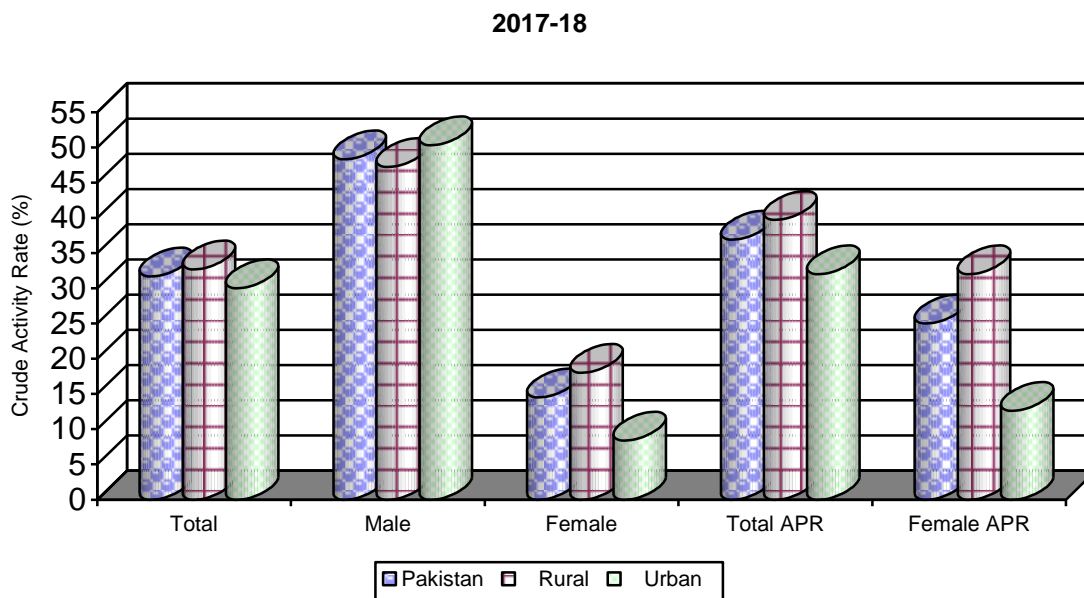
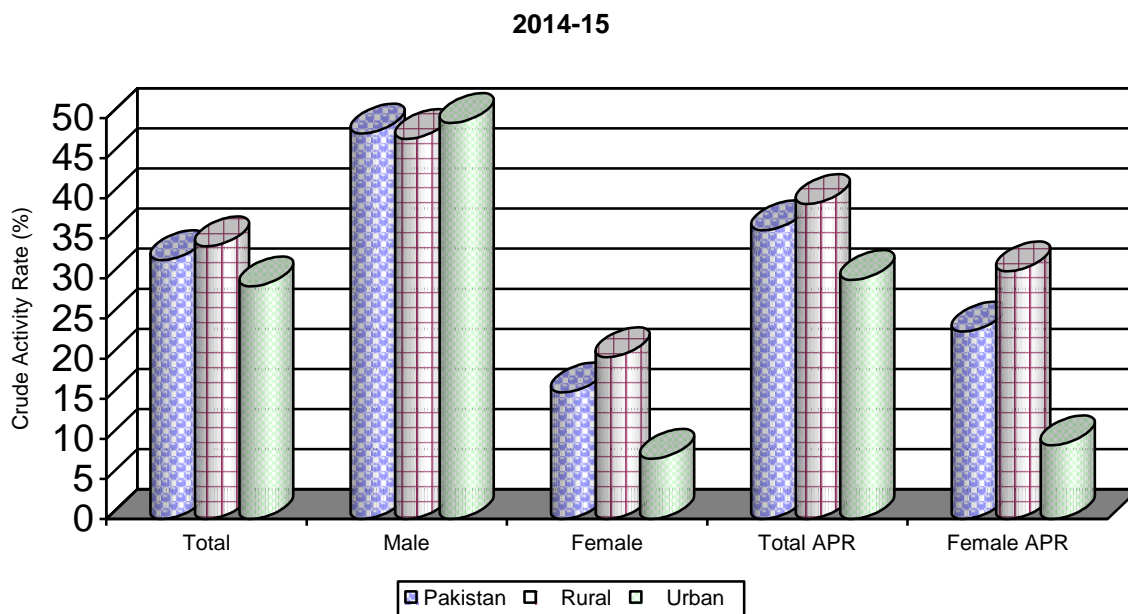
Table-8
CRUDE ACTIVITY (PARTICIPATION) RATES - PAKISTAN AND PROVINCES

(%)

Province/ Area	2014-15					2017-18				
	Total	Male	Female	* Augmented		Total	Male	Female	* Augmented	
				Total	Female				Total	Female
Pakistan	32.3	48.1	15.8	36.0	23.4	31.7	48.3	14.5	36.9	25.0
Rural	34.0	47.4	20.2	39.3	30.9	32.7	47.2	18.0	39.7	32.0
Urban	29.0	49.4	7.5	29.8	9.2	30.0	50.3	8.4	32.0	12.6
KP	25.0	40.0	9.9	33.9	27.6	24.4	41.1	8.0	35.1	29.1
Rural	25.1	39.3	10.7	35.7	31.8	24.2	40.4	8.5	36.6	32.7
Urban	24.7	42.9	6.1	26.2	9.0	25.1	44.3	5.8	28.5	12.7
Punjab	35.4	50.2	20.5	37.0	23.7	35.0	50.5	19.6	37.5	24.6
Rural	37.9	50.0	25.8	40.1	30.1	37.3	50.0	24.9	40.4	31.0
Urban	30.4	50.4	9.7	30.9	10.7	31.1	51.2	10.3	32.7	13.5
Sindh	30.6	49.6	9.5	35.7	20.2	30.2	49.4	8.6	37.5	23.8
Rural	32.6	48.8	14.3	41.8	33.7	30.5	47.5	11.2	42.4	36.2
Urban	28.4	50.5	4.7	29.3	6.4	29.9	51.3	5.9	32.3	10.8
Balochistan	27.6	41.8	11.3	33.3	23.4	24.9	41.8	4.9	33.1	22.5
Rural	29.0	42.5	13.5	35.5	27.4	25.7	42.7	5.1	35.1	25.5
Urban	23.9	39.7	5.1	27.1	12.1	23.0	39.3	4.3	27.8	14.4

Note:- * Males augmented activity rates vary insignificantly from the standard crude rates are therefore not tabulated.

FIGURE-1: CRUDE ACTIVITY (PARTICIPATION) RATES BY SEX FOR PAKISTAN, RURAL AND URBAN



APR:- Augmented Participation Rates are based on additional probing questions on marginal economic activities asked from persons especially females engaged in housekeeping and other related activities.

Labour Force Participation Rates: Refined

18. Generally, *refined activity rates* follow the pattern of crude participation rates. The refined activity rate (45.2%, 44.3%) declines marginally during the comparative period. Sex disaggregated rates suggest increase in the case of males (67.8%, 68.0%) and decline is observed in females (22.0%, 20.1%). Similar scenario of change obtains in urban (38.7%, 39.7%) and rural areas (49.0%, 47.1%). Rates in Punjab (48.5%, 47.9%), Sindh (43.0%, 42.3%) and KP (36.3%, 35.4%) decrease marginally while gear down significantly in the case of Balochistan (43.9%, 39.0%). See table-9 and Statistical Tables-15 to 15.4 and 16 to 16.4 (Annex-III).

Table-9
REFINED ACTIVITY (PARTICIPATION) RATES - PAKISTAN AND PROVINCES

(%)

Province/Area	2014-15					2017-18				
	Total	Male	Female	*Augmented		Total	Male	Female	*Augmented	
				Total	Female				Total	Female
Pakistan	45.2	67.8	22.0	50.5	32.6	44.3	68.0	20.1	51.6	34.7
Rural	49.0	69.0	28.8	56.7	44.1	47.1	68.8	25.6	57.3	45.6
Urban	38.7	65.7	10.0	39.7	12.2	39.7	66.7	11.1	42.5	16.7
KP	36.3	59.4	14.0	49.2	39.2	35.4	61.1	11.3	51.0	41.4
Rural	36.9	59.3	15.3	52.3	45.4	35.5	60.8	12.1	53.6	46.7
Urban	34.2	59.7	8.4	36.2	12.4	35.0	62.2	8.0	39.8	17.6
Punjab	48.5	69.4	27.8	50.7	32.1	47.9	69.9	26.5	51.4	33.3
Rural	52.9	70.9	35.5	56.0	41.5	52.1	71.0	34.3	56.5	42.7
Urban	40.2	66.7	12.8	40.8	14.1	41.1	68.2	13.6	43.2	17.7
Sindh	43.0	69.2	13.5	50.1	28.6	42.3	68.5	12.1	52.3	33.5
Rural	48.9	72.5	21.7	62.6	51.1	46.1	71.4	16.9	63.9	54.9
Urban	37.5	66.1	6.2	38.6	8.5	38.9	65.8	7.8	41.9	14.2
Balochistan	43.9	65.1	18.3	52.8	38.0	39.0	63.8	7.9	51.7	36.2
Rural	46.7	66.9	22.3	57.1	45.2	40.5	65.5	8.4	55.4	41.9
Urban	36.6	60.3	7.9	41.6	18.9	35.0	59.2	6.6	42.2	22.2

Note:- * Males augmented activity rates vary insignificantly from the standard refined rates are therefore not tabulated.

Labour Force Participation Rates: Age Specific

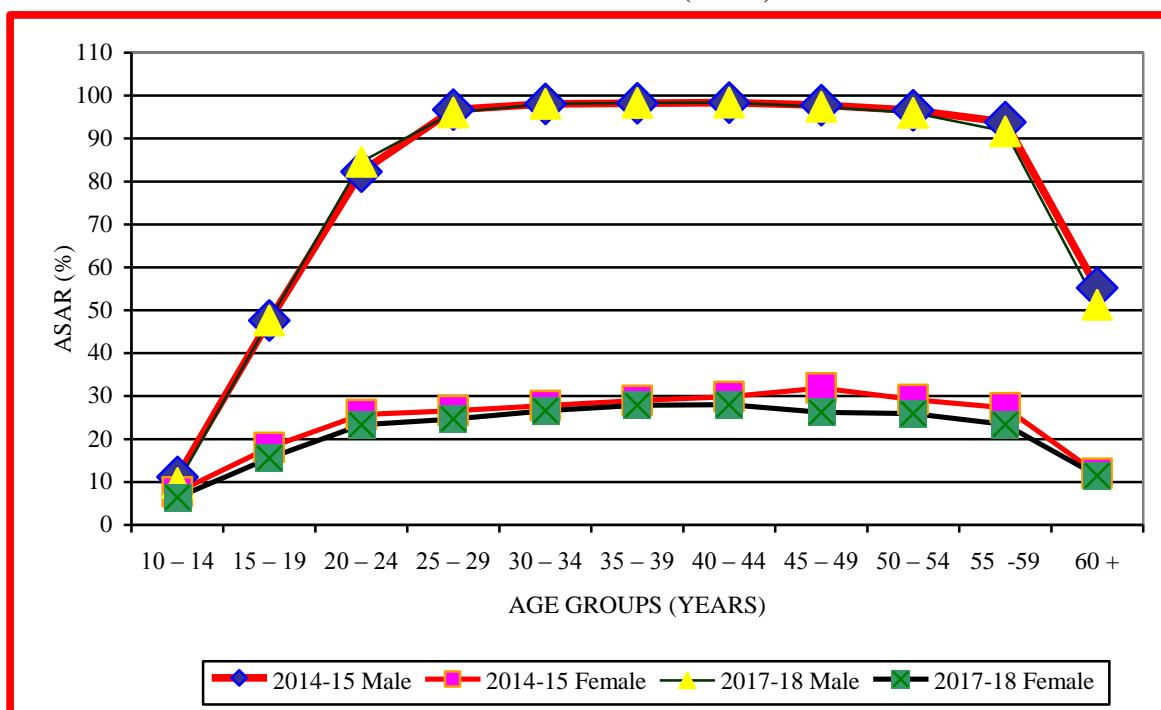
19. Table-10 (figure-2) presents comparative picture of *age specific participation rates* (ASPR). As expected, the age intervals between *twenties* and *fifties* (20-59) mark the most productive period of life. The comparative size of gender disparity, though, considerable in all age intervals, has generally been widen in time span. As for change during the comparative periods, ASPRs of *teens*, *twenties*, *thirties* and *forties* decline a bit, while of *fifties* and *sixties* & *over* curves down significantly. Gender disaggregates rates make variegated pattern of marginal changes. See Statistical Table-15 (Annex-III).

Table-10
AGE SPECIFIC ACTIVITY (PARTICIPATION) RATES - BY SEX FOR PAKISTAN

(%)

Age Groups	2014-15			2017-18		
	Total	Male	Female	Total	Male	Female
10 – 14	9.6	11.2	7.7	8.2	9.8	6.4
15 – 19	33.5	47.6	18.0	32.6	47.6	15.6
20 – 24	52.6	82.3	25.7	52.5	84.6	23.3
25 – 29	58.6	96.7	26.6	57.1	96.1	24.7
30 – 34	60.1	98.1	27.8	60.1	98.1	26.6
35 – 39	62.6	98.2	29.0	61.7	98.3	27.9
40 – 44	64.4	98.4	29.9	63.1	98.4	28.0
45 – 49	65.9	97.8	31.9	61.5	97.4	26.2
50 – 54	65.3	96.6	29.2	63.1	96.0	25.9
55 – 59	63.8	93.8	27.3	58.9	91.7	23.4
60 +	36.4	55.2	12.0	33.6	51.3	11.5

FIGURE-2: AGE SPECIFIC ACTIVITY RATE (ASAR) BY SEX FOR PAKISTAN



Labour Force: Absolute Figures

20. The absolute figures of Labour Force is the multiple of crude participation rate with mid-reference year estimate of the population. The numbers of employed and unemployed persons are the “labour force multiplied with their percentages”. The labour force increases from 61.04 million in 2014-15 to 65.50 million in 2017-18. The volume of labour force increases in the descending order of Punjab (3.06 million), KP (1.12 million), Sindh (0.88 million) and recedes in Balochistan (-0.6 million). The change in the provincial profile

is more pronounced in the case of rural than urban areas except in Punjab. Further, the change is more pronounced in males than females in all provinces. See Table-11.

Table-11
CIVILIAN LABOUR FORCE - PAKISTAN AND PROVINCES

(Million)

Province/Area	Labour Force					
	2014-15			2017-18		
	Total	Male	Female	Total	Male	Female
Pakistan	61.04	46.38	14.66	65.50	50.74	14.76
Rural	41.95	29.70	12.25	42.91	31.21	11.70
Urban	19.09	16.68	2.41	22.59	19.53	3.06
KP	6.60	5.31	1.29	7.72	6.45	1.27
Rural	5.40	4.26	1.15	6.30	5.19	1.11
Urban	1.20	1.05	0.15	1.42	1.26	0.16
Punjab	36.92	26.28	10.64	39.98	28.76	11.22
Rural	26.25	17.29	8.96	26.81	17.74	9.07
Urban	10.67	8.99	1.68	13.17	11.02	2.15
Sindh	14.31	12.19	2.12	15.19	13.17	2.02
Rural	7.83	6.22	1.61	7.84	6.51	1.34
Urban	6.48	5.97	0.51	7.35	6.66	0.68
Balochistan	3.21	2.60	0.61	2.61	2.37	0.24
Rural	2.47	1.93	0.54	1.95	1.77	0.18
Urban	0.74	0.67	0.07	0.66	0.60	0.06

Source:- Derived from Statistical Tables 5 to 5.4 (Annex-III).

Employed: Absolute Figures

21. The volume of employed persons increase (4.29 million) from 57.42 million in 2014-15 to 61.71 million in 2017-18. The change is more significant in urban areas (3.39 million) than rural areas (0.90 million). Increase is observed in all provinces in the descending order of Punjab (3.0 million), KP (1.08 million) and Sindh (0.79 million) except in Balochistan decline is observed (-0.57 million). See table-12.

Table-12
EMPLOYED - PAKISTAN AND PROVINCES

(Million)

Province/Area	Employed					
	2014-15			2017-18		
	Total	Male	Female	Total	Male	Female
Pakistan	57.42	44.07	13.35	61.71	48.17	13.54
Rural	39.85	28.42	11.43	40.75	29.73	11.02
Urban	17.57	15.65	1.92	20.96	18.44	2.52
KP	6.09	5.00	1.09	7.17	6.01	1.16
Rural	5.01	4.03	0.98	5.86	4.83	1.03
Urban	1.08	0.97	0.11	1.31	1.18	0.13
Punjab	34.60	24.79	9.81	37.60	27.20	10.40
Rural	24.82	16.40	8.42	25.37	16.81	8.56
Urban	9.78	8.39	1.39	12.23	10.39	1.84
Sindh	13.65	11.76	1.89	14.44	12.65	1.79
Rural	7.63	6.11	1.52	7.63	6.36	1.27
Urban	6.02	5.65	0.37	6.81	6.29	0.52
Balochistan	3.08	2.52	0.56	2.51	2.31	0.20
Rural	2.39	1.88	0.51	1.89	1.73	0.16
Urban	0.69	0.64	0.05	0.62	0.58	0.04

Source:- Derived from Statistical Tables 6 to 6.4 (Annex-III).

Employed: Major Industry Division

22. The comparative surveys indicate changes in the employment shares. Increase is observed in *manufacturing* (15.3%, 16.1%), *wholesale & retail trade* (14.6%, 14.9%), and *transport/storage & communication* (5.4%, 6.2%) while decrease is noticed in the case of *agriculture/forestry/hunting & fishing* (42.3%, 38.5%). Other industrial categories are approximately at the same level during the comparative period. See table-13 (Figure-3) and Statistical Table-17 (Annex-III).

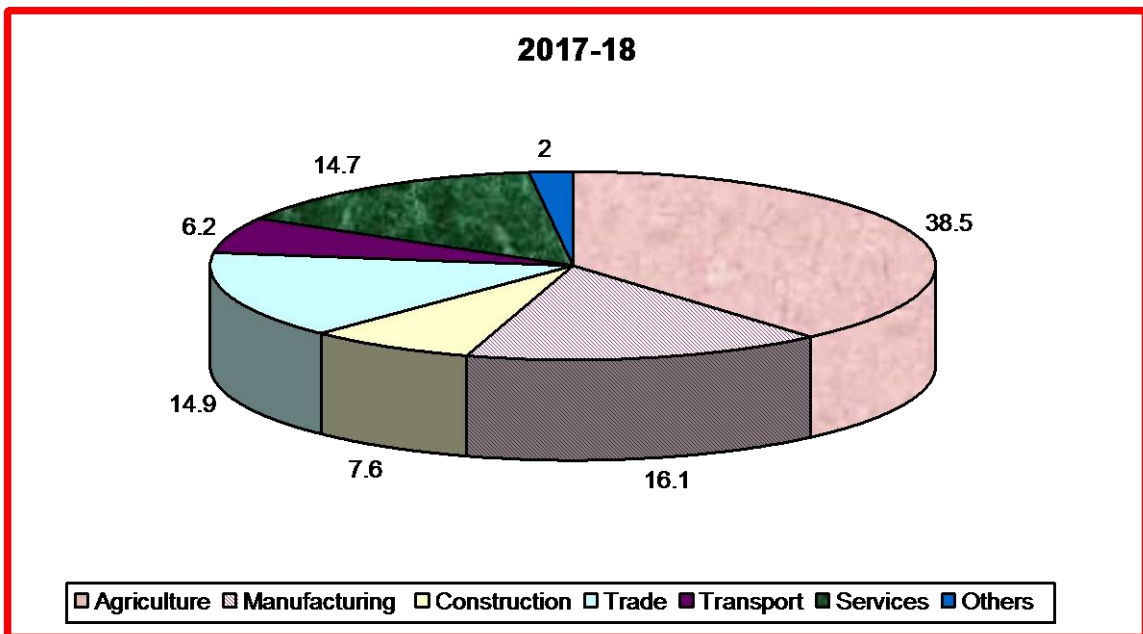
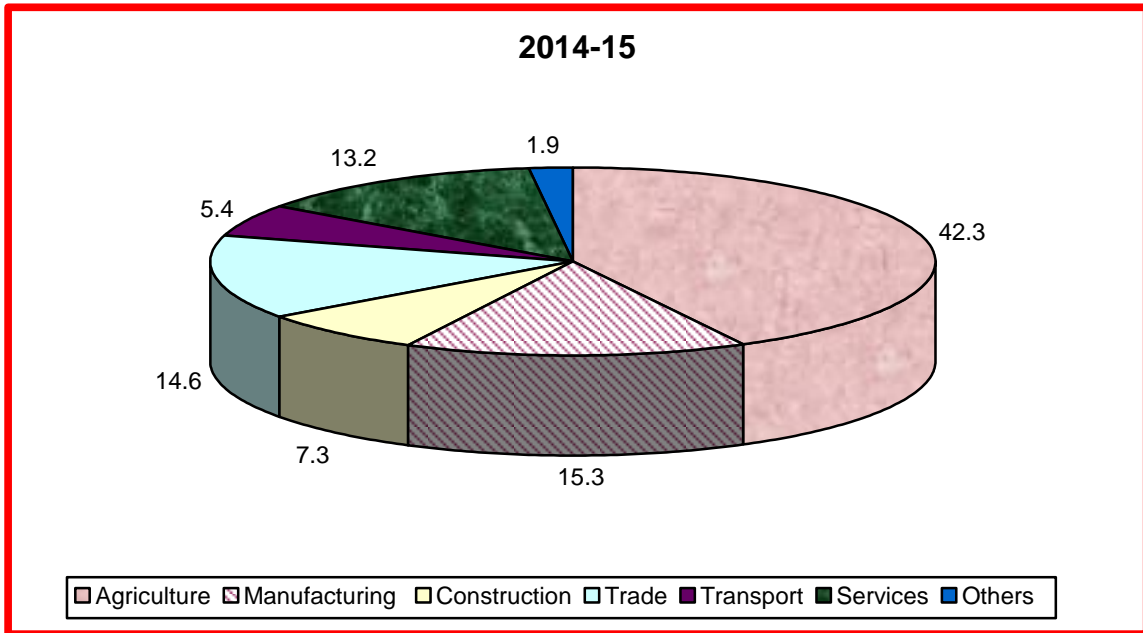
Table-13
EMPLOYED - DISTRIBUTION BY MAJOR INDUSTRY DIVISIONS

(%)

Major Industry Divisions	2014-15			2017-18		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture/ forestry/hunting & fishing	42.3	33.1	72.7	38.5	30.4	67.2
Manufacturing	15.3	15.7	14.1	16.1	16.1	16.0
Construction	7.3	9.5	0.2	7.6	9.7	0.3
Wholesale & retail trade	14.6	18.7	1.4	14.9	18.7	1.5
Transport/storage & communication	5.4	7.0	0.1	6.2	7.9	0.2
Community/social & personal services	13.2	13.7	11.3	14.7	14.8	14.6
*Others	1.9	2.3	0.2	2.0	2.4	0.2

* Others (includes mining & quarrying, electricity, gas & water, financing, insurance, real estate & business services and extraterritorial organizations and bodies)

FIGURE -3 PERCENTAGE DISTRIBUTION OF EMPLOYED: MAJOR INDUSTRY DIVISIONS



Employed: Major Occupational Groups

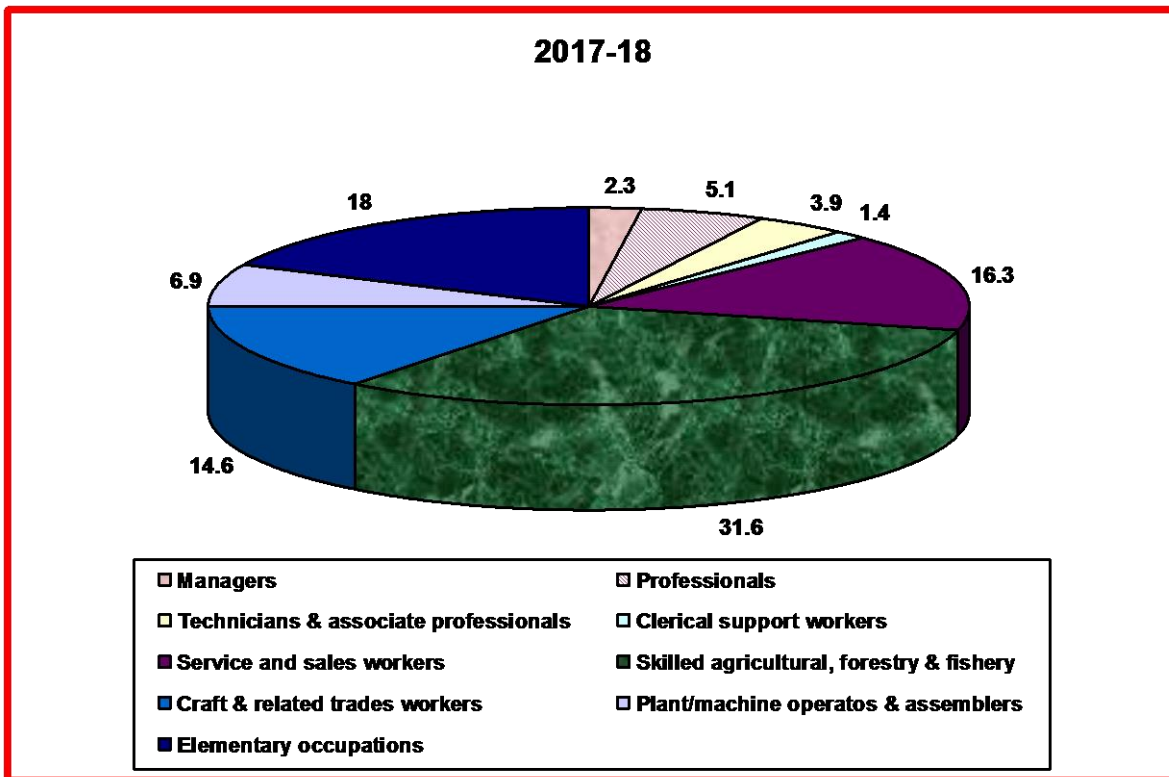
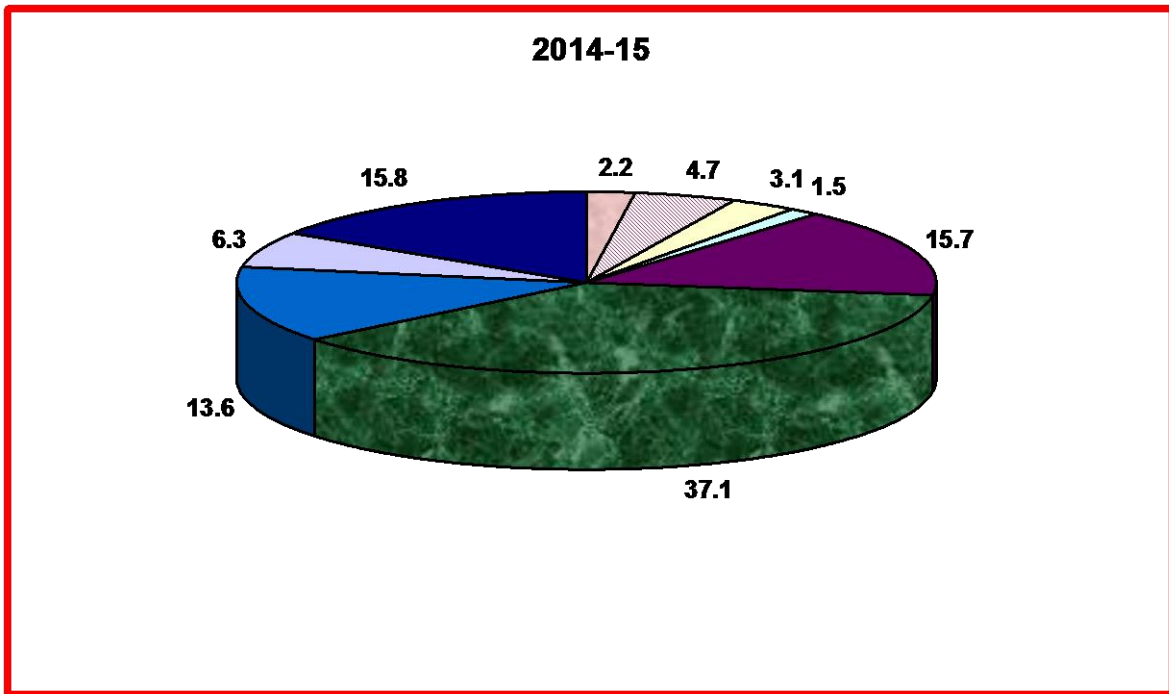
23. *Skilled agricultural, forestry & fishery workers* constitute the largest group (31.6%) of the total employed in 2017-18 followed by *elementary occupations* (18.0%), *service and sales workers* (16.3%), *craft & related trades workers* (14.6%), *plant/machine operators & assemblers* (6.9%), *professionals* (5.1%), *technicians & associate professionals* (3.9%), *managers* (2.3%) and *clerical support workers* (1.4%). About nine-tenth of the female workers toil in *farming activities* (54.6%), *elementary occupations* (17.9%) and *craft & related trade workers* (14.4%) while males seem to be distributed a sort of proportionately in all activities. All categories seem to be curving up except *skilled agricultural, forestry & fishery workers* and *clerical support workers*. See table-14 (Figure-4) and Statistical Table-18 (Annex-III).

Table-14
EMPLOYED - DISTRIBUTION BY MAJOR OCCUPATIONAL GROUPS

(%)

Major Occupational Groups	2014-15			2017-18		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Managers	2.2	2.8	0.3	2.3	2.8	0.5
Professionals	4.7	4.2	6.4	5.1	4.4	7.7
Technicians & associate professionals	3.1	3.8	0.9	3.9	4.4	1.8
Clerical support workers	1.5	1.9	0.2	1.4	1.8	0.1
Service and sales workers	15.7	19.8	2.1	16.3	20.1	2.7
Skilled agricultural, forestry & fishery workers	37.1	29.7	61.7	31.6	25.2	54.6
Craft & related trades workers	13.6	13.8	12.6	14.6	14.6	14.4
Plant/ machine operators & assemblers	6.3	8.1	0.3	6.9	8.7	0.3
Elementary occupations	15.8	15.9	15.5	18.0	18.0	17.9

FIGURE-4: PERCENTAGE DISTRIBUTION OF EMPLOYED: MAJOR OCCUPATIONAL GROUPS



Employed: Employment Status

24. *Employees* constitute the largest group (42.4%) followed by *own account workers* (34.8%), *contributing family workers* (21.4%) and *employers* (1.4%). More than one-half females workers toil as *contributing family workers* (51.9%) while about eight out of ten males are *own account workers* (39.1%) and *employees* (42.4%). As for change during the comparative periods, *employees* (38.7%, 42.4%) trend up while *own account workers* (36.1%, 34.8%), *contributing family workers* (23.8%, 21.4%) trending down and *employers* (1.4%, 1.4%) level same. See table-15 and Statistical Table-19 (Annex-III).

Table-15
EMPLOYED - DISTRIBUTION BY EMPLOYMENT STATUS AND SEX

Employment Status	2014-15			2017-18		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Employers	1.4	1.7	0.1	1.4	1.7	0.1
Own account workers	36.1	40.9	20.4	34.8	39.1	19.5
Contributing family workers	23.8	14.5	54.5	21.4	12.9	51.9
Employees	38.7	42.9	24.9	42.4	46.3	28.5

Note: - "Other" due to negligible size is included in own account workers.

Employed: Mean Hours Worked

25. Mean hours worked levels same during the comparative period (47.4%, 47.4%), more equivalently in the case of males (51.1%, 51.0%) than that of females (35.3%, 34.7%). Similar scenario obtains in rural (45.4%, 45.5%) and urban areas (52.0%, 51.1%). Mean hour worked in Punjab (47.0%, 47.3%) and KP (44.1%, 44.9%) increase marginally while decrease is observed in Sindh (49.5%, 48.9%) and Balochistan (50.2%, 47.8%). Change in KP, Sindh and Balochistan is more in rural than urban areas, while opposite in the case of Punjab. See table-16 and Statistical table No 41 (Annex-III).

Table-16
MEAN HOURS WORKED - BY AREA AND SEX

(%)

Area	LFS 2014-15			LFS 2017-18		
	Total	Male	Female	Total	Male	Female
Pakistan	47.4	51.1	35.3	47.4	51.0	34.7
Rural	45.4	49.8	34.5	45.5	49.8	34.0
Urban	52.0	53.5	39.7	51.1	52.9	38.0
KP	44.1	47.2	29.7	44.9	47.7	30.1
Rural	43.2	46.7	29.1	44.1	47.2	29.3
Urban	48.2	49.3	36.3	48.6	50.0	35.8
Punjab	47.0	51.8	34.7	47.3	52.2	34.4
Rural	45.2	50.8	34.1	45.2	51.0	33.8
Urban	51.6	53.7	38.7	51.5	54.0	37.2
Sindh	49.5	51.4	37.5	48.9	50.3	39.3
Rural	46.2	48.8	36.1	46.9	48.7	38.4
Urban	53.6	54.3	43.5	51.2	52.0	41.6
Balochistan	50.2	50.7	47.9	47.8	48.8	35.9
Rural	50.1	50.6	48.2	47.5	48.6	35.5
Urban	50.3	50.8	45.3	49.0	49.7	37.7

Employed: Informal Sector

26. *Informal* sector accounts for more than seven out of ten (72.0%) of non-agricultural employment, more in rural (76.0%) than in urban areas (68.3%). On the other hand, *formal* sector activities are concentrated more in urban areas (31.7%) than in rural areas (24.0%). Share of females in comparison with respective share of males is more evident in *urban formal* (34.2%) and *rural informal* (77.7%) while, share of males are more prominent in *rural formal* (24.3%) and *urban informal* (68.6%). Employed in formal sector increases (27.4%, 28.0%), while employed in informal sector decreases marginally (72.6%, 72.0%) during the comparative periods. Shares of males and females trend up in the formal and decline in the informal sector. See table-17 and Statistical Table-21 (Annex-III).

Table-17
FORMAL AND INFORMAL SECTORS - DISTRIBUTION OF NON-AGRICULTURE WORKERS
 (%)

Sector	2014-15			2017-18		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Formal	27.4	27.5	26.5	28.0	28.0	28.2
Informal	72.6	72.5	73.5	72.0	72.0	71.8
Rural	100.0	100.0	100.0	100.0	100.0	100.0
Formal	23.9	24.3	22.0	24.0	24.3	22.3
Informal	76.1	75.7	78.0	76.0	75.7	77.7
Urban	100.0	100.0	100.0	100.0	100.0	100.0
Formal	30.8	30.7	31.5	31.7	31.4	33.9
Informal	69.2	69.3	68.5	68.3	68.6	66.1

Source: - Derived from Statistical Table-21(Annex-III).

Major Industry Divisions: Informal Sector

27. According to size of respective shares, the industry groupings form a descending sequence of *wholesale and retail trade* (32.5%), *manufacturing* (22.8%), *construction* (16.2%), *community, social & personal services* (16.0%) and *transport* (11.5%). The *other* category (comprising of *mining & quarrying, electricity, gas & water and finance, insurance, real estate & business services*) accounts for about one percent. *Manufacturing* accounts for near three out of five (61.5%) of females as compared to about one out of five (17.7%) of males, *wholesale & retail trade* employed about two out of five (36.0%) of males compared to about one in sixteen (5.9%) of females while *community/social & personal services* embrace more than three in ten (31.0%) of females compared to about one in seventh (14.0%) of males. Distribution of workers by industries makes two distinct groups. *Manufacturing, construction, wholesale & retail trade* seem to be trending down while *transport, storage & communication, community, social & personal services and others* trend up during the comparative period. See table-18 and Statistical Table-22 (Annex-III).

Table-18
INFORMAL SECTOR WORKERS - DISTRIBUTION BY MAJOR INDUSTRY DIVISIONS

(%)

Major Industry Divisions	2014-15			2017-18		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Manufacturing	23.2	18.1	63.9	22.8	17.7	61.5
Construction	16.4	18.3	1.0	16.2	18.2	0.9
Wholesale & retail trade	34.1	37.5	6.7	32.5	36.0	5.9
Transport, storage & communication	10.9	12.2	0.3	11.5	13.0	0.7
Community, social & personal services	14.5	13.0	28.1	16.0	14.0	31.0
* Others	0.8	0.9	-	1.0	1.1	-

*Others (includes mining & quarrying; electricity, gas & water and finance, insurance, real estate & business services)

Major Occupational Groups: Informal Sector

28. Near one in three (31.8%) are reported as *service and sales workers*, while over one-half as *craft & related trades workers* (29.4%) and *elementary occupations* (17.5%). The remaining groups make a descending sequence of *plant/machine operators & assemblers* (11.1%), *technicians & associate professionals* (3.8%), *professionals* (3.5%), *managers* (2.4%) and *skilled agricultural, forestry & fisheries* (0.1%). About three-fifth (59.7%) of females compared to one-fourth (25.4%) of males are engaged in *craft & related trade* activities. Comparative share of females (10.4%) is also obvious versus males (2.6%) in the case of *professionals*. Share of males are higher in the rest of the occupational groups. As far change during the comparative periods, *managers, professional, technicians & associate professionals, craft & related trades workers. Plant/machine operators & assemblers* trend up, while the respective shares of the rest of the tabulated grouping are in proximity with each other. See table-19 and Statistical Table-23 (Annex-III).

Table-19
INFORMAL SECTOR WORKERS - DISTRIBUTION BY MAJOR OCCUPATIONAL GROUPS

(%)

Major Occupational Groups	2014-15			2017-18		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Managers	2.3	2.6	0.4	2.4	2.6	0.3
Professionals	3.2	2.4	9.7	3.5	2.6	10.4
Technicians & associate professionals	3.3	3.7	0.8	3.8	4.1	1.2
Clerical support workers	0.4	0.4	0.2	0.4	0.5	-
Service and sales workers	33.1	36.0	9.7	31.8	34.8	10.4
Skilled agricultural, forestry & fishery workers	0.1	0.1	-	0.1	0.1	-
Craft & related trades workers	28.5	24.3	61.4	29.4	25.4	59.7
Plant/ machine operators & assemblers	10.6	11.8	1.3	11.1	12.4	0.9
Elementary occupations	18.5	18.7	16.5	17.5	17.5	17.1

Employment Status: Informal Sector

29. The employment status mainly consists in the categories of *employees* (47.5%) and *own account workers* (41.0%). The former constitutes the largest share of females (49.5%) while latter of males (41.8%). About one in ten (8.9%) is reported as *contributing family worker* and near one in thirty three (2.6%) comprises *employers*. The male *contributing family workers* (8.1%) are about one half of females (15.1%) while *employers* are predominantly male intensive. As for change during the comparative periods, *employers* (2.6%, 2.6%) and *contributing family workers* (8.9%, 8.9%) level same. *Own account workers* (44.0%, 41.0%) lose stream while *employees* (44.5%, 47.5%) gain stream during the comparative periods, See Table-20 and Statistical Table-24 (Annex-III).

Table-20
INFORMAL SECTORS WORKERS – DISTRIBUTION BY EMPLOYMENT STATUS

(%)

Employment Status	2014-15			2017-18		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Employers	2.6	2.8	0.3	2.6	2.9	0.3
Own account workers	44.0	44.3	41.8	41.0	41.8	35.1
Contributing family workers	8.9	8.0	16.5	8.9	8.1	15.1
Employees	44.5	44.9	41.4	47.5	47.2	49.5

Unemployment Rates: Overall

30. The social security net in Pakistan is far from comprehensive. The distribution of assets is highly skewed and work to earn income in rainy season is simply not available to most of the public. Thus, a little segment of the population can afford to remain off the work. Further, employment scene is dominated by agriculture and informal activities and very easy to enter and exit in these sectors. As such, most of the people tend to get engaged into some sort of economic activities irrespective of any considerations regarding the size of reward and working age, in order to make both the ends meet. Thus, unemployment rate in Pakistan tends to be estimated lower than perceived.

31. Unemployment rate (5.8%) approximates to the previous survey figure (5.9%). Change is observed more in the case of females (9.0%, 8.3%) than males (5.0%, 5.1%) during the comparative period. Unemployment rate in urban areas wanes (8.0%, 7.2%) while level same in the rural areas (5.0%, 5.0%). See table-21 and Statistical Table No 15(Annex-III).

Table-21
UNEMPLOYMENT RATES - BY AREA AND SEX

(%)

Area/Sex	2014-15			2017-18		
	Total	Male	Female	Total	Male	Female
Pakistan	5.9	5.0	9.0	5.8	5.1	8.3
Rural	5.0	4.3	6.7	5.0	4.7	5.9
Urban	8.0	6.2	20.4	7.2	5.6	17.5

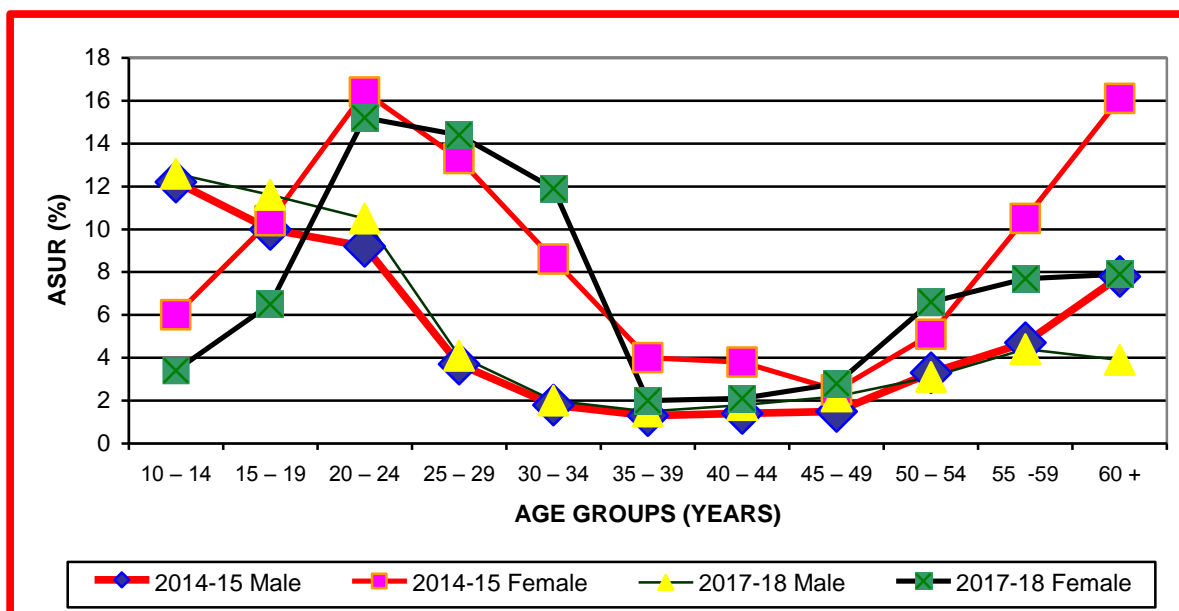
Unemployment Rates: Age Specific

32. The comparative age specific unemployment rates of *twenties* (20-29) and *early thirties* (30-34), *latter forties* (45-49) and *early fifties* (50-54) are on rise while, that of *early teens* (10-14) and *latter thirties* (35-39) and *early forties* (40-44), *latter fifties* (55-59) and *sixties plus* decrease during the period. Sex specific rates make a mixed pattern of change down the age groupings though rates of males are more harmonized with the overall rates as compared to those of females. See table-22 (figure 5) and Statistical Table-15 (Annex-III).

Table-22
UNEMPLOYMENT RATES - BY SEX AND AGE

Age Groups	2014-15			2017-18		
	Total	Male	Female	Total	Male	Female
10 – 14	9.9	12.2	6.0	9.3	12.6	3.4
15 – 19	10.1	10.0	10.4	10.4	11.6	6.5
20 – 24	11.0	9.2	16.4	11.6	10.5	15.2
25 – 29	6.1	3.7	13.3	6.5	4.1	14.4
30 – 34	3.5	1.8	8.6	4.4	2.0	11.9
35 – 39	1.9	1.3	4.0	1.6	1.5	2.0
40 – 44	2.0	1.4	3.8	1.9	1.8	2.1
45 – 49	1.8	1.5	2.5	2.3	2.2	2.8
50 – 54	3.6	3.3	5.1	3.8	3.1	6.6
55 – 59	5.8	4.7	10.5	5.1	4.4	7.7
60 years and above	8.9	7.8	16.1	4.5	3.9	7.9

FIGURE-5: AGE SPECIFIC UNEMPLOYMENT RATES (ASUR) BY SEX FOR PAKISTAN



Unemployed: Absolute Figures

33. The volume of unemployed persons increases by 0.17 million from 3.62 million in 2014-15 to 3.79 million in 2017-18. Area and sex wise configuration suggest that changes are more significant in rural areas and, for males. Volume of unemployed increases in all provinces in descending order of Sindh (0.09 million), Punjab (0.07 million) and KP (0.04 million) except in Balochistan (-0.02 million) decline is observed. Change is more

pronounced in the case of males in all provinces than females. Further, the change is more visible in urban than rural areas in all provinces.

Table-23
UNEMPLOYED - PAKISTAN AND PROVINCES

(Million)

Province/Area	Unemployed					
	2014-15			2017-18		
	Total	Male	Female	Total	Male	Female
Pakistan	3.62	2.31	1.31	3.79	2.57	1.22
Rural	2.10	1.28	0.82	2.15	1.47	0.68
Urban	1.52	1.03	0.49	1.64	1.10	0.54
KP	0.51	0.31	0.20	0.55	0.44	0.11
Rural	0.39	0.23	0.16	0.43	0.35	0.08
Urban	0.12	0.08	0.04	0.12	0.09	0.03
Punjab	2.32	1.49	0.83	2.39	1.55	0.84
Rural	1.43	0.89	0.54	1.45	0.93	0.52
Urban	0.89	0.60	0.29	0.94	0.62	0.32
Sindh	0.66	0.43	0.23	0.75	0.52	0.23
Rural	0.20	0.11	0.09	0.21	0.15	0.06
Urban	0.46	0.32	0.14	0.54	0.37	0.17
Balochistan	0.13	0.08	0.05	0.11	0.07	0.04
Rural	0.08	0.05	0.03	0.07	0.05	0.02
Urban	0.05	0.03	0.02	0.04	0.02	0.02

Source:- Derived from Statistical Tables 6 to 6.4 (Annex-III).

Underemployment Rates: Time-related

34. Underemployment rate increases from (1.1%) in 2014-15 to (1.3%) in 2017-18 equivalently for females (1.8%, 1.9%) and males (0.9%, 1.2%). The same scenario is obtained in rural (1.3%, 1.5%) and urban areas (0.7%, 0.8%). Underemployment rate signify increasing latitude to make alternative option to multiple jobs in order to help handle with the cost of living. See table-24.

Table-24
UNDEREMPLOYMENT (TIME-RELATED) RATES OF PAKISTAN- BY AREA AND GENDER
(%)

Areas	2014-15			2017-18		
	Total	Male	Female	Total	Male	Female
Pakistan	1.1	0.9	1.8	1.3	1.2	1.9
Rural	1.3	1.1	1.7	1.5	1.5	1.7
Urban	0.7	0.5	2.5	0.8	0.5	2.7

Source:- Derived from Statistical Tables 6 and 25 (Annex-III).

Employed: Occupational Safety and Health

35. About one in twenty five (3.7%) employed persons report some sort of occupational injury/disease in the last 12 months preceding the date of enumeration that resulted into the loss of working time or the consultation with a practitioner. The percentage suffered finds male workers more vulnerable (4.4%) relative to female workers (1.5%). Similarly, rural workers (4.5%) are more vulnerable than urban workers (2.4%). Vulnerability seems to be

receding during the comparative period across the area and gender. See table-25 and Statistical Table No. 29 (Annex-III).

Table-25
OCCUPATIONAL INJURIES/DISEASES - EMPLOYED PERSONS 10 + YEARS OF AGE BY STATUS
(%)

Status of Injuries/ Diseases	2014-15			2017-18		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Suffered	4.0	4.7	1.7	3.7	4.4	1.5
Not suffered	96.0	95.3	98.3	96.3	95.6	98.5
Rural	100.0	100.0	100.0	100.0	100.0	100.0
Suffered	4.6	5.7	1.9	4.5	5.5	1.7
Not suffered	95.4	94.3	98.1	95.5	94.5	98.3
Urban	100.0	100.0	100.0	100.0	100.0	100.0
Suffered	2.6	2.8	1.0	2.4	2.7	0.7
Not suffered	97.4	97.2	99.0	97.6	97.3	99.3

Major Industry Divisions: Occupational Safety and Health

36. Mainly, the sufferers belong to *agriculture* (41.6%), *construction* (17.3%), *manufacturing* (16.9%), *wholesale & retail trade* (11.0%) and *transport/storage & communication* (7.8%). Females are about twice (79.7%) as exposed to risk as males (38.0%) in *agriculture*. Contrarily, males are more vulnerable in the remaining groups. Comparative risk profile except of *agriculture, forestry, hunting and fishing* (48.0%, 41.6%) deteriorates for all of sizeable groupings. See table-26 and Statistical Table-30 (Annex-III).

Table-26
OCCUPATIONAL INJURIES/DISEASES -DISTRIBUTION OF EMPLOYED PERSONS BY MAJOR INDUSTRY DIVISIONS
(%)

Major Industry Divisions	2014-15			2017-18		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture, forestry, hunting and fishing	48.0	43.8	86.0	41.6	38.0	79.7
Mining & quarrying	0.3	0.3	-	0.3	0.3	-
Manufacturing	15.9	16.6	9.5	16.9	17.5	14.0
Electricity, gas and water	0.3	0.4	-	0.6	0.7	-
Construction	16.3	18.0	0.2	17.3	18.9	0.5
Wholesale & retail trade and restaurants & hotels	7.1	7.8	0.8	11.0	12.0	0.7
Transport, storage and communication	7.5	8.4	-	7.8	8.5	-
Financing, insurance, real estate and business services	0.1	0.1	-	0.4	0.5	-
Community, social and personal services	4.5	4.6	3.5	4.1	4.0	5.1

Note:- (-) Stands for no information

Major Occupational Groups: Occupational Safety and Health

37. The major groupings of the sufferers comprise *skilled agriculture & fishery activities* (33.5%), *elementary occupations* (25.1%), *craft & related trades workers* (20.2%), *plant and machinery operator* (10.1%) and *service & sales workers* (7.5%). Risk profile of *skilled agriculture, forestry & fishery workers* and *services & sales workers* improves while rest of the sizeable grouping indicate deterioration down the time lane. See table-27 and Statistical Table-31 (Annex-III).

Table-27
OCCUPATIONAL INJURIES/DISEASES -DISTRIBUTION OF EMPLOYED PERSONS BY MAJOR OCCUPATIONAL GROUPS

Major Occupational Groups	2014-15			2017-18		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Managers	0.4	0.5	-	0.5	0.5	-
Professionals	0.9	0.8	1.5	1.0	0.9	2.0
Technicians & associate professionals	0.9	0.9	1.0	1.5	1.6	0.5
Clerical support workers	0.1	0.1	-	0.6	0.7	-
Service & sales workers	5.9	6.5	0.5	7.5	8.1	0.6
Skilled agricultural, forestry & fishery workers	42.8	39.4	73.2	33.5	31.6	52.7
Craft & related trades workers	19.8	21.0	8.4	20.2	20.9	12.6
Plant/ machine operators & assemblers	9.2	10.2	0.8	10.1	11.0	1.1
Elementary occupations	20.0	20.6	14.6	25.1	24.7	30.5

Note:- (-) Stands for insignificant or no information.

Employment Status: Occupational Safety and Health

38. According to the relative size of the risk profile, *employees* (46.4%), *own account workers* (37.7%), and *contributing family workers* (15.2%) take exhaustive account of the sufferers in the same order. The foremost category seems to be getting more while the middle and the latter most categories seem to be getting less during the comparative periods. Change in the sex-disaggregated shares is more pronounced for males in the 1st two categories while for female in the lattermost. Employers, due to their minuscule size, do not form any pattern. See table-28 and Statistical Table-32 (Annex-III).

Table-28
OCCUPATIONAL INJURIES/DISEASES - DISTRIBUTION OF EMPLOYED PERSONS BY EMPLOYMENT STATUS

Employment Status	2014-15			2017-18		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Employers	0.5	0.6	-	0.7	0.8	-
Own account workers	40.6	43.7	11.9	37.7	40.4	9.1
Contributing family workers	18.3	12.7	69.1	15.2	11.1	58.6
Employees	40.6	43.0	19.0	46.4	47.7	32.3

Note:- (-) Stands for no information.

Types of Treatment Received: Occupational Safety and Health

39. About one half (49.8%) of the sufferers is reported to have *consulted a doctor* or other medical professionals, near one-in-ten (10.6%) get *hospitalized* and about one-fourth (25.3%) *took time off work*. Vulnerability decrease in the 1st group while increase in the middle and lattermost. The change is gender-even in the foremost and the lattermost, while affects both males and females in the second category. The remaining one-seven (14.3%) did not avail themselves of any of the aforementioned options, waxes over time, alluding to a sort of increasing marginalization at the workplace. See Table-29 and Statistical Table-33(Annex-III).

Table-29
OCCUPATIONAL INJURIES/DISEASES - DISTRIBUTION OF EMPLOYED PERSONS 10 + YEARS OF AGE BY TYPES OF TREATMENT RECEIVED

(%)

Types of Treatment Received	2014-15			2017-18		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Hospitalized	7.8	8.5	1.3	10.6	11.0	5.9
Consulted a Doctor or other Medical Professional	58.6	60.2	44.9	49.8	51.3	34.4
Took time off work	20.5	19.1	34.0	25.3	24.0	39.2
None	13.1	12.3	19.8	14.3	13.7	20.5

Wages

Major Industry Division: Wages

40. Generally, size of wage seems to be higher in tertiary activities followed by secondary and primary assignments. The size of wage also appears to be influenced positively by the element of white-collar ness of an industry/division. The gender differential in wages seems to be influenced by the gender composition of group. Arguably, the nominal wage is trending up during the comparative period. Since females constitute much lower proportion of wage earners, a sort of anomalous position in their case is observed in certain categories, which may be attributed to sampling effect and consequential scariness of response. See Table-30 and Statistical Table-39 (Annex-III).

Table-30
AVERAGE MONTHLY WAGES OF EMPLOYEES BY MAJOR INDUSTRY DIVISIONS

(Rs)

Major Industry Divisions	2014-15			2017-18		
	Total	Male	Female	Total	Male	Female
Total	14971	15884	9760	18754	19943	11884
Agriculture, forestry, hunting and fishing	7804	9041	6345	9645	11806	6007
Mining & quarrying	14968	15064	8000	23843	23947	5040
Manufacturing	13478	14465	5435	16890	18687	6597
Electricity, gas and water	25379	25626	15703	27600	27641	24928
Construction	12032	12040	10705	16402	16422	13222
Wholesale & retail trade and restaurants & hotels	10711	10710	10740	14541	14538	14868
Transport, storage and communication	16220	16158	24900	21338	21187	36901
Financing, insurance, real estate and business services	36659	36805	33985	40178	40892	25531
Community, social and personal services	21443	23746	14493	25530	31223	18012

Major Occupation Group: Wages

41. As stated earlier, wages seem to be associated positively with the element of “white-collar ness” in an occupation. Similarly, the gender differentials in the wages indicate nexus with the gender composition of an occupational group. The more a group is masculine, the less it is likely to find females in high paid assignments and thus higher is the average wage of males as compared to that of females. This notwithstanding, data on females, being wage earners of convenience, does not befit the consideration of trend assessment. However, the feminine group of *elementary occupations* seems to be an exception though its anomalous position can be explained in term of the greater number of in and out door chores the males are likely to perform as compared to females, in our socio-cultural setting. As for changes during the comparative periods, nominal wages seem to be trending up arguably. See Table-31 and Statistical Table-40 (Annex-III).

Table-31
AVERAGE MONTHLY WAGES OF EMPLOYEES BY MAJOR OCCUPATIONAL GROUPS
(Rs)

Major Occupational Groups	2014-15			2017-18		
	Total	Male	Female	Total	Male	Female
Total	14971	15884	9760	18754	19943	11884
Managers	51578	51855	45410	56944	57552	5009
Professionals	26876	30933	18664	31536	36051	22869
Technicians & associate professionals	23107	24131	13784	26764	27908	19453
Clerical support workers	21766	21825	19523	27712	27928	18809
Service and sales workers	12866	12885	12055	16865	16937	14094
Skilled agricultural, forestry & fishery workers	11554	11579	3800	17635	18008	5811
Craft & related trades workers	13342	14449	4886	15885	17837	5294
Plant/ machine operators & assemblers	13088	13162	7180	17539	17618	11584
Elementary occupations	9474	10392	6280	12770	14206	6587

LIST OF PUBLISHED REPORTS OF LABOUR FORCE SURVEYS

S. No	Reports	Enumeration Period	Date of Publications
1.	1963-64	July 1963 to June, 1964	10 th August 1966
2.	1966-67	July 1966 to June, 1967	December 1971
3.	1967-68	July 1967 to June, 1968	February 1971
4.	1968-69	July 1968 to June, 1969	15 th March 1973
5.	1969-70	July 1969 to June, 1970	28 th April 1973
6.	1970-71	July 1970 to June, 1971	11 th May 1973
7.	1971-72	July 1971 to June, 1972	9 th June 1973
8.	1974-75	July 1974 to June, 1975	June 1976
9.	1978-79	July 1978 to June, 1979	May 1982
10.	1982-83	July 1982 to June, 1983	May 1984
11.	1984-85	July 1984 to June, 1985	September 1986
12.	1985-86	July 1985 to June, 1986	March 1987
13.	1986-87	July 1986 to June, 1987	December 1987
14.	1987-88	July 1987 to June, 1988	February 1989
15.	1990-91	July 1990 to June, 1991	March 1993
16.	1991-92	July 1991 to June, 1992	February 1994
17.	1992-93	July 1992 to June, 1993	August 1995
18.	1993-94	July 1993 to June, 1994	December 1995
19.	1994-95	July 1994 to June, 1995	April 1997
20.	1996-97	July 1996 to June, 1997	October 1998
21.	1997-98	July 1997 to June, 1998	June 2000
22.	1999-00	July 1999 to June, 2000	July 2001
23.	2001-02	July 2001 to June, 2002	October 2003
24.	2003-04	July 2003 to June 2004	October 2004
25.	2005-06	July 2005 to June 2006	October 2006
26.	2006-07	July 2006 to June 2007	July 2008
27.	2007-08	July 2007 to June 2008	March 2009
28.	2008-09	July 2008 to June 2009	April 2010
29.	2009-10	July 2009 to June 2010	January 2011
30.	2010-11	July 2010 to June 2010	July 2011
31.	2012-13	July 2012 to June 2013	November 2013
32.	2013-14	July 2013 to June 2014	May 2015
33.	2014-15	July 2014 to June 2015	November 2015
34.	2017-18	July 2017 to June 2018	December 2018

ANNEXURE-I

LIST OF PUBLISHED REPORTS OF LABOUR FORCE SURVEY

ANNEXURE-II

QUESTIONNAIRE

ANNEXURE-III

STATISTICAL TABLES