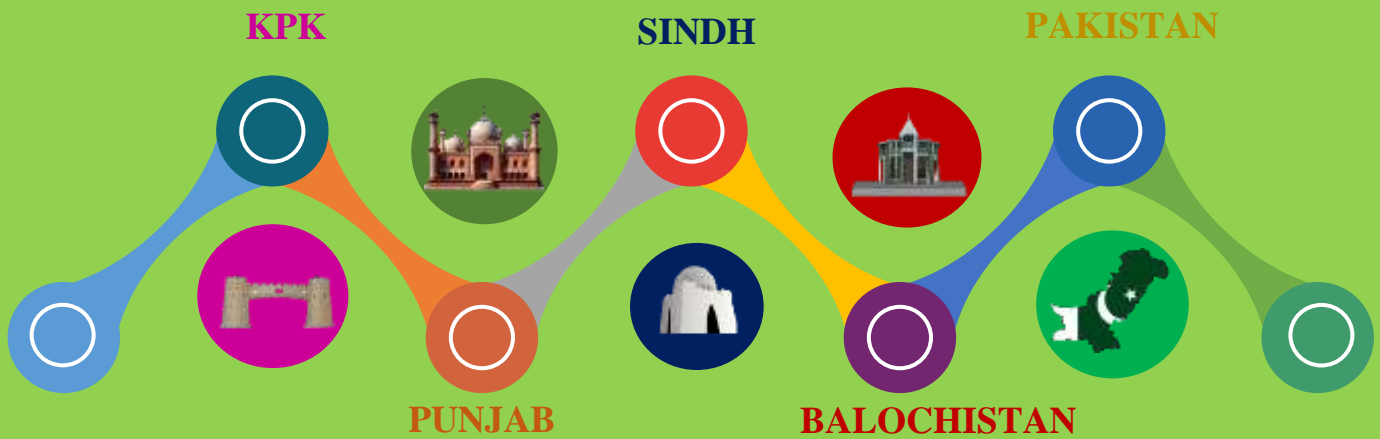




# PAKISTAN EMPLOYMENT TREND REPORT 2025



Government of Pakistan  
Ministry of Planning, Development  
& Special Initiatives  
Pakistan Bureau of Statistics







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**Government of Pakistan  
Ministry of Planning, Development & Special Initiatives  
Pakistan Bureau of Statistics**

[www.pbs.gov.pk](http://www.pbs.gov.pk)

[pbs@pbs.gov.pk](mailto:pbs@pbs.gov.pk)



## FOREWORD

Pakistan Bureau of Statistics (PBS) has been producing Labour Force Survey (LFS) data on a regular basis since 1963, making it one of the longest-running and most authoritative statistical series in the country. Over the decades, the LFS has provided a reliable empirical foundation for understanding the size, structure, and changing dynamics of Pakistan's labour market. Building on this legacy, the Pakistan Employment Trend Report translates this rich body of survey data into a systematic analytical narrative that captures how employment patterns, labour force participation, and working conditions have evolved over time.



The publication moves beyond isolated indicators to present a coherent and comprehensive picture of employment dynamics, including labour force participation, unemployment, sectoral shifts, informality, and the quality of work. By key labour market indicators, the report provides a structured framework for evaluating how effectively the economy is generating productive and decent employment opportunities across different population groups and regions.

The one objective of this report is to support Pakistan's commitment to Sustainable Development Goal (SDG). The evidence presented here enables policymakers, planners, and researchers to assess progress, identify emerging challenges, and design informed interventions for improving labour market outcomes.

PBS remains committed to strengthening the role of high-quality labour market statistics in national decision-making. It is hoped that this report will serve as a valuable resource for shaping employment policies, guiding labour market reforms, and advancing inclusive and sustainable economic development in Pakistan.

**Dr. Naeem uz Zafar (SI)**  
Chief Statistician

**Islamabad**  
March 2026



## PREFACE

Pakistan Bureau of Statistics (PBS) is pleased to present the Pakistan Employment Trends Report, which provides comprehensive information and analytical insights into the structure, performance, and dynamics of Pakistan’s labour market. Employment plays a central role in economic growth, poverty reduction, and social stability, and this report serves as a vital tool for understanding how labour force participation, employment, unemployment, and job quality are evolving across the country.



This report has been prepared using data from the Labour Force Survey (LFS), which PBS has been conducting since 1963 as the principal national instrument for measuring labour market conditions. By transforming LFS micro-data into a consistent set of trend indicators, the Employment Trends Report enables evidence-based monitoring of labour market developments and supports the formulation of employment, skills, and social protection policies.

The report presents key information on workforce size and composition, sectoral distribution of employment, working hours, informality, youth and female participation, and regional disparities. The resulting dataset provides an invaluable evidence base for policymakers, planners, researchers, and development partners engaged in labour market reforms and employment generation strategies.

I wish to record my deep appreciation for the dedication and professionalism of the PBS teams who made this publication possible, as well as for the cooperation of households and respondents who contributed essential information through the Labour Force Survey.

PBS remains committed to expanding the scope, quality, and policy relevance of labour market statistics. We welcome feedback from users to further strengthen the usefulness of our future employment and labour force publications.

**Muhammad Sarwar Gondal (SI)**  
Member (SS/RM)

**Islamabad**  
**March 2026**



## ACKNOWLEDGEMENT

It is a pleasure to acknowledge the completion and publication of the *Pakistan Employment Trends Report 2025* by the Pakistan Bureau of Statistics (PBS). The report has been prepared to provide accurate, timely, and policy-relevant evidence on labour market developments in Pakistan, drawing on data from the Labour Force Survey (LFS), the country's primary source of official employment and workforce statistics. The publication underscores PBS's continued commitment to producing high-quality statistical information to support informed national development planning.



This national analytical exercise systematically translates large-scale household survey data into a framework of ten key labour market indicators. These indicators facilitate a consistent assessment of labour force participation, employment and unemployment dynamics, informality, and working conditions over time. In doing so, the report offers a robust empirical basis for monitoring Pakistan's progress towards full, productive, and decent employment, in line with Sustainable Development Goal (SDG) Target 8.5.

I would like to acknowledge the leadership and guidance of Dr. Naeem uz Zafar, Chief Statistician (Sitara-e-Imtiaz), and Mr. Muhammad Sarwar Gondal (Sitara-e-Imtiaz), Member (RM & SS), whose strategic direction and oversight were instrumental in the successful completion of this report.

Appreciation is also extended to the team of the Labour Force Survey Section for their technical expertise and dedication in data compilation and trend analysis. Sincere thanks are due to the field staff, data processing teams, and survey respondents, whose contributions made this comprehensive labour market assessment possible.

It is expected that this report will serve as a valuable reference for policymakers, researchers, development partners, and the private sector, and will contribute to the formulation and implementation of evidence-based employment policies and labour market interventions aimed at promoting inclusive and sustainable economic growth in Pakistan.

**Shaukat Ali Khan**  
Deputy Director General

**Islamabad**  
**March 2026**



## Geniuses of Employment Trend-2025

The Pakistan Employment Trend Report 2025 has been prepared through the dedicated efforts of the following officers/officials of the Pakistan Bureau of Statistics.

Name	Designation
<b>Core Team</b>	
Dr. Naeem uz Zafar (SI)	Chief Statistician
Mr. Muhammad Sarwar Gondal (SI)	Member (SS/RM)
Mr. Shaukat Ali Khan	Deputy Director General
Mr. Muhammad Farakh Jalees	Director
<b>LFS Team</b>	
Ms. Zahra Bukhari	Chief Statistical Officer
Mr. Muhammad Najeeb Ullah	Chief Statistical Officer
Ms. Naila Altaf	Statistical Officer
Ms. Rabia Liyquat	Statistical Officer
Ms. Nazia Shahnaz	Statistical Officer
Ms. Nasreen Bibi	Statistical Officer
Sheikh Muhammad Aamer	Statistical Officer
<b>Assisted By</b>	
Ms. Fahmeeda Fazal	Statistical Assistant
Mr. Jahangir Ali	Statistical Assistant
Mr. Asif Khan	Statistical Assistant
Mr. Dilawar Hussain	Upper Division Clerk



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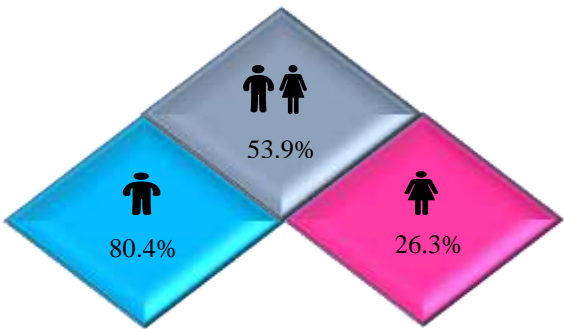


## Acronyms

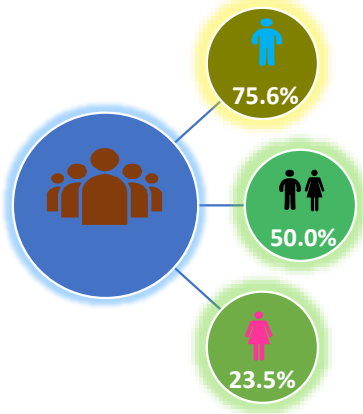
EPR	Employment to Population Ratio
EMP	Employment
ILO	International Labour Organization
KLIM	Key Indicators of Labour Market
KP	Khyber Pakhtunkhawa
LFS	Labour Force Survey
LFPR	Labour Force Participation Rate
NEET	Not in Employment Education and Training
PBS	Pakistan Bureau of Statistics
PSU	Primary Sampling Unit
SSU	Secondary Sampling Unit
SDGs	Sustainable Development Goals
UR	Unemployment Rate
ICLS	International Conference of Labour Statisticians
GIS	Geographical Information System
ICSE	International Classification of Status of Employment
PSIC	Pakistan Standard Industrial Classification
PSCO	Pakistan Standard Classification of Occupations

# Top Line Result of Employment Trend 2025

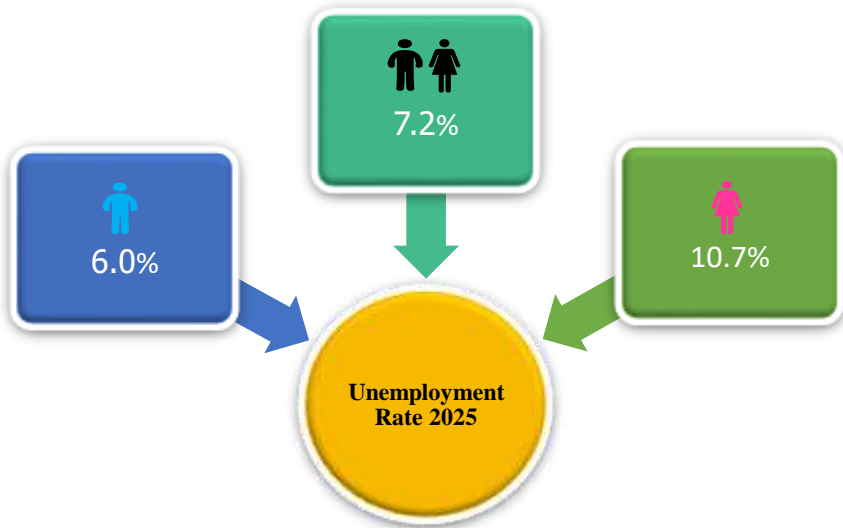
## Labour Force Participation Rate 2025



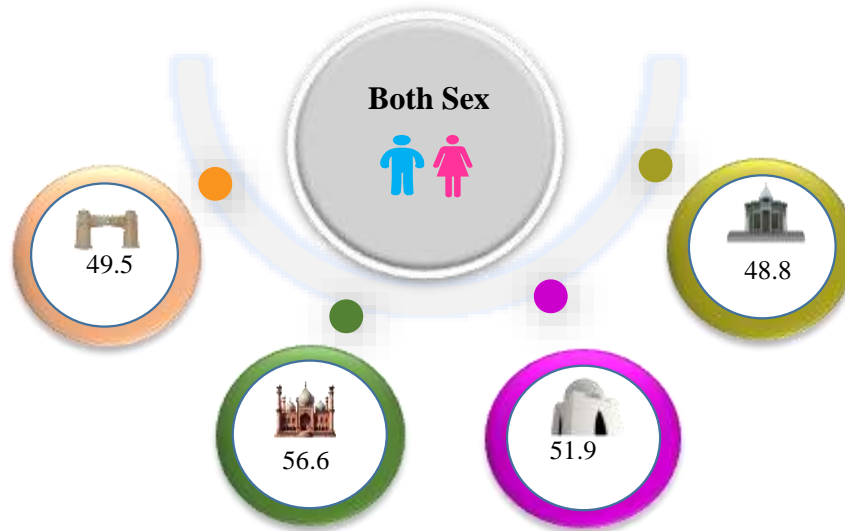
## Employment to Population Ratio 2025



## Unemployment Rate 2025



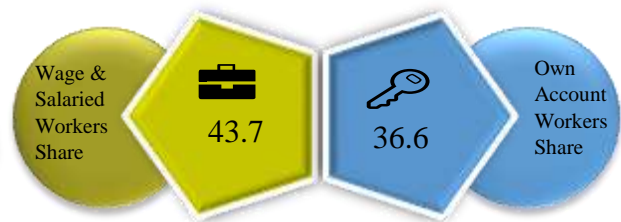
## Labour Force Participation Rate by Province



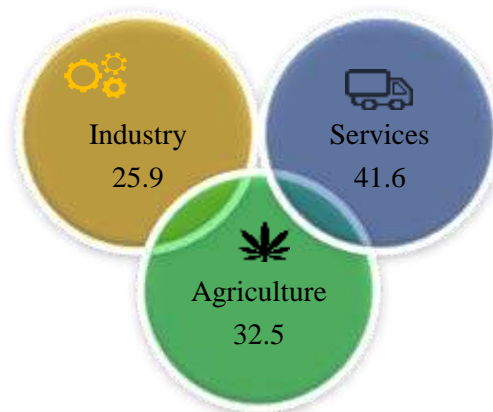
## Formal & Informal Shares 2025 (%)



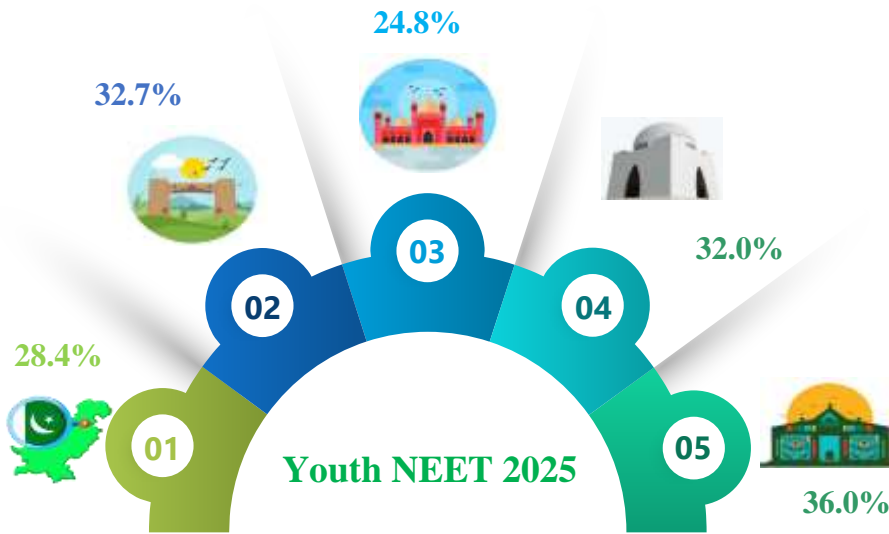
## Salaried & Own Account workers Shares 2025 (%)



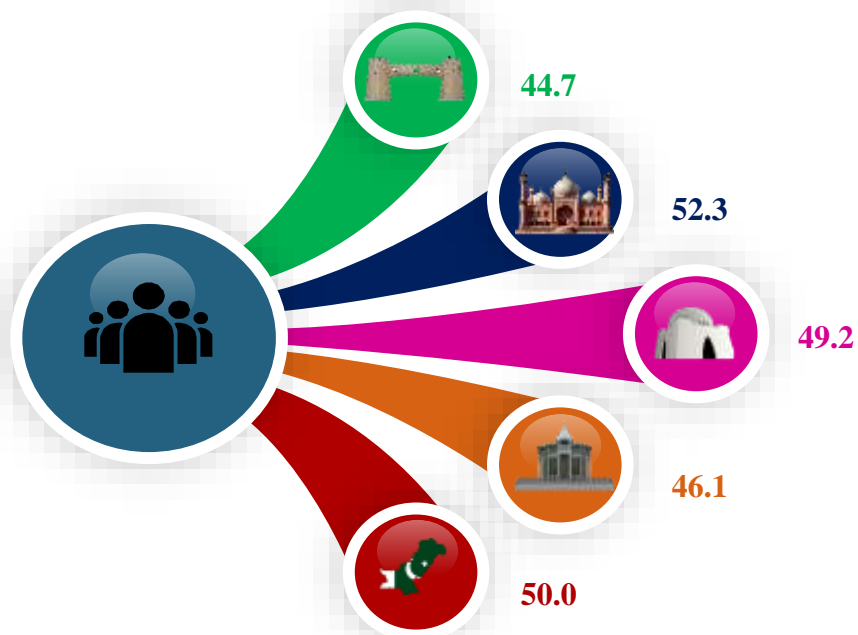
## Major Sectors Shares 2025 (%)



### Excessive Hours (>=50) Shares in Total Employment 2025 (%)



### Province Wise Employment-to-Population Ratio



# CHAPTER

# 1



# Chapter-1 Introduction & Methodology

## 1.1 Introduction

The Pakistan Bureau of Statistics (PBS) has been conducting the Labour Force Survey (LFS) on an annual basis since 1963, making it one of the longest-running and most comprehensive household surveys in the country. The survey serves as the principal source of nationally representative labour market statistics used for policy formulation, development planning and international reporting.

Historically, the erstwhile Ministry of Labour and Manpower (MoL&MP) utilized the LFS micro-data to prepare periodic assessments of the employment situation in Pakistan. Under a dedicated project initiative, the Ministry produced the Pakistan Employment Trends reports, which provided analytical insight into the structure, dynamics and evolution of the labour market. Following the devolution of the Ministry after the 18th Constitutional Amendment, this analytical responsibility was assumed by PBS to ensure continuity of evidence-based labour market monitoring.

In this context, the Pakistan Employment Trend Report series has been institutionalized within PBS as a sequel to the Labour Force Survey, with the objective of transforming raw LFS data into policy-relevant labour market intelligence. These reports focus on a set of internationally comparable indicators to track progress towards full, productive and decent employment for all, in line with Sustainable Development Goal (SDG) Target 8.5.

The LFS questionnaire and methodology are continuously updated through the Panel on Labour Statistics, a national consultative forum of key stakeholders, to maintain consistency with international best practices. The survey is conducted under standards set by the International Conference of Labour Statisticians (ICLS), the global statistical authority of the International Labour Organization (ILO). The ICLS meets every five years and sets international standards for labour statistics; so far, 21 Conferences have been held.

Pakistan has transitioned from the 13th ICLS (1982) framework to the 19<sup>th</sup> ICLS (2013) standards, which introduced a more precise definition of employment by restricting it to work performed for pay or profit mainly for others. As a result, subsistence production for own-use,

previously counted as employment, is now excluded. The LFS 2024-25 is fully compiled using the 19<sup>th</sup> ICLS framework, while key employment variables have also been back-casted on a 13th ICLS basis to ensure comparability with LFS 2020-21.

The present Pakistan Employment Trend Report is based on data from 53,974 successfully enumerated households, representing all provinces and major population domains. It provides an empirical foundation for analyzing changes in labour force participation, employment structure, job quality, informality and gender differentials across time.

## **1.2 Objectives of the Pakistan Employment Trends Report**

The Pakistan Employment Trends Report aims to convert LFS data into a coherent narrative of labour market change, enabling policymakers, planners and researchers to understand both progress and persistent challenges.

The main objectives are to:

- Track trends in labour force participation, employment and unemployment over the time;
- Examine changes in employment structure across agriculture, industry and services;
- Assess job quality through employment status, informality, hours of work and wages;
- Analyze gender, provincial and urban–rural disparities in labour market outcomes;
- Provide evidence for skills development, employment generation and social protection policies;
- Support monitoring of SDG-8, particularly Target 8.5 on full and productive employment and decent work for all.

## **1.3 Universe**

The universe of the LFS includes all urban and rural areas of the four provinces and Islamabad, excluding military-restricted zones, which account for approximately 1 % of the population. The effective coverage therefore represents almost the entire civilian non-institutional population of Pakistan.

## **1.4 Sample Design**

The survey follows a stratified two-stage sample design, ensuring reliable and representative estimates at national, provincial and urban–rural levels.

## **1.5 Sampling Frame**

PBS maintains its own national sampling frame. Urban areas are divided into Enumeration Blocks (EBs) of 200-250 households, while rural areas are organized into mouzas, dehs and villages. The frame used for LFS 2024-25 is based on the Population and Housing Census 2023.

## **1.6 Stratification Plan**

### **1.6.1 Rural Domain**

Each district in Punjab, Sindh and KP treated as separate stratum, while each administrative division in Balochistan is treated as a stratum.

### **1.6.2 Urban Domain**

Each administrative division in the four provinces constitutes a separate stratum.

### **1.6.3 Selection of Primary Sampling Units (PSUs)**

Enumeration Blocks (urban) and villages (rural) are selected using Probability Proportional to Size (PPS).

### **1.6.4 Selection of Selection Sampling Units (SSUs)**

From each selected PSU, 12 urban and 16 rural households are chosen using systematic random sampling.

## **1.7 Sample Size and Allocation**

A total of 54,832 households were selected from 3,796 PSUs (2,320 rural and 1,476 urban), distributed evenly across four quarters to account for seasonality. 53,974 households were successfully enumerated, yielding a response rate of 99.5 %.

**Figure 1.1: National and Provincial Level Enumerated Block Distribution**



## **1.8 Method of Data Collection**

Data are collected through face-to-face household interviews, usually with the household head or a responsible adult. Information relates to all members of the household for the week preceding the interview.

## **1.9 Field Operations**

PBS is the national statistical authority responsible for the collection, compilation and dissemination of official statistics. It operates through 34 Regional and Field Offices across Pakistan, staffed with trained enumerators and supervisors.

For the LFS, enumerators are provided specialized training in labour market concepts, interview techniques and survey procedures. Field activities are monitored through an integrated GIS-based supervision system, supplemented by frequent visits from provincial and headquarters staff to ensure data quality and adherence to sampling design.

## **1.10 Reference Period**

The Labour Force Survey uses the “past week” as its reference period, defined as the seven days preceding the interview. This approach ensures that employment and unemployment estimates reflect current labour market conditions, minimizing recall error and seasonal distortions.

## **1.11 Data Processing and Editing**

Data collected in the field are transmitted to the central PBS server in Islamabad. Labour statistics specialists then apply computer-assisted validation, logical consistency checks and coding verification. Data are clean through specialized data cleaning software. Following

cleaning, key labour market indicators are generated for national, provincial, urban and rural domains.

### **1.12 Coverage and Non-Response**

The survey covers all urban and rural areas of the four provinces of Pakistan and Islamabad and except military restricted areas. The population of excluded areas constitutes about 1% of the total population.

All sample enumeration blocks in urban areas and mouzas/dehs/villages in rural areas is enumerated except 274 households, which are not covered due to non-contact or refusal cases in urban and rural areas and 37 enumeration blocks has been dropped from the scope of the survey. However, the number of sample households (53,974) enumerated as compared to total sample size (54,248) is high as response rate is (99.5%).



# CHAPTER

2



## Chapter-2 Concepts & Definitions

This section provides an overview of key concepts and definitions used in the analysis of Pakistan's labour market, ensuring clarity, consistency, and international comparability. Understanding these concepts is essential for interpreting labour force data and drawing meaningful conclusions about employment patterns, workforce participation, and job quality across different sectors and regions. The currently active population, or labour force, consists of all persons aged 15 years and above who, during the reference period, were either employed or unemployed according to standard criteria. The labour force participation rate expresses the active population as a percentage of the population aged 15 years and above, providing a measure of engagement in economic activities while allowing for comparisons across countries and time periods.

### **2.1 Currently Active Population (Labour Force)**

The currently active population, or labour force, comprises all persons aged 15 years and above who, during the reference period (one week preceding the interview), were either employed or unemployed according to the standard criteria.

### **2.2 Labour Force Participation Rate**

The participation rate is the currently active population (15+) expressed as a percentage of the population aged 15 years and above. This indicator allows international comparability by adjusting for differences in age structure.

### **2.3 Employment**

Employment includes all persons aged 15 years and above who, during the reference period, worked for at least one hour and were either paid employees or self-employed. Persons holding permanent or regular jobs but temporarily absent for any reason are also considered employed, subject to return on their duty within a period of three months or receive wages of duration of absence. The Labour Force Survey collects information on duration of absence and job attachment characteristics.

### **2.4 Paid Employment**

Paid employment refers to work performed by persons aged 15 years and above who, during the reference period, worked for at least one hour in return for wages, salaries or payment in kind, including those temporarily absent from a regular paid job.

## 2.5 Self-employment

A self-employment job is one in which a person's remuneration depends directly on the profits, or potential profits, from the goods or services produced.

## 2.6 Occupation

Occupation refers to the type of work performed by an employed person during the reference period (or previously performed by an unemployed person), regardless of the industry or employment status. It describes the nature of a person's job and is classified according to the Pakistan Standard Classification of Occupations (PSCO-2015), based on ISCO-2008.

## 2.7 Industry

Industry refers to the economic activity of the establishment, enterprise or unit in which a person works, defined by the goods produced or services provided. It is classified according to the Pakistan Standard Industrial Classification (PSIC-2010, Rev-4), based on ISIC Rev-4.

## 2.8 Status in Employment

Status in employment refers to the type of contractual relationship between a person and the enterprise or employer. The economically active population is classified as:

- i) **Employee:** A person who works for a public or private employer and receives remuneration in the form of wages, salary, commission, tips, piece rates or payments in kind. Employees include:
  - Regular paid employees
  - Casual paid employees
  - Piece-rate workers
  - Paid non-family apprentices
- ii) **Employer:** A person who operates a self-employment enterprise and employs one or more persons on a continuous basis.
- iii) **Own-account worker:** A person who operates a self-employment enterprise without employing others on a continuous basis, though they may engage family workers or occasional employees. This includes owner cultivators, sharecroppers and contract cultivators.
- iv) **Contributing family worker:** A person who works without pay in cash or kind in a household enterprise operated by a family member.

## 2.9 Informal Sector

The informal sector comprises industrial units that are not registered under the Factory Act and do not maintain a complete set of accounts for tax purposes. The informal sector is important because it provides employment to the most vulnerable groups. The informal sector (non-agriculture) comprises those employed in unregistered enterprises or private households. Agricultural sector is reported separately. However, according to the new international standards (21<sup>st</sup> ICLS), agriculture is no longer treated as a separate sector. Instead, informality can occur in both agricultural and non-agricultural sectors.

## 2.10 Unemployment

Unemployed persons are those aged 15 years and above who, during the reference period, were:

- i) Without work (neither in paid employment nor self-employment); and
- ii) Currently available for work; or
- iii) Actively seeking work during the last week.

## 2.11 Unemployment Rate

The unemployment rate is the number of unemployed persons expressed as a percentage of the currently active population.

## 2.12 Vulnerable Employment

Vulnerable employment is measured as the proportion of own-account workers and contributing family workers in total employment.

## 2.13 Employment-to-Population Ratio

This ratio is the proportion of employed persons in the population aged 15 years and above.

## 2.14 Excessive Hours of Work

Excessive hours worked refers to employed persons who worked 50 hours or more during the reference period.

## 2.15 Level of Education

Level of education is classified as follows:

- i) **Below Matric:** Less than ten years of schooling.
- ii) **Matric but below Intermediate:** Ten to eleven years of schooling.
- iii) **Intermediate but below Degree:** Twelve to thirteen years of schooling.
- iv) **Degree and above:** Fourteen or more years of schooling.

# CHAPTER

3



## Chapter-3 Trend of Key Labour Market Indicators

### 3.1 Introduction

This chapter provides a detailed and comprehensive analysis of the evolution of Pakistan's labour market over the period 2007-08 to 2024-25, drawing on key indicators derived from the Labour Force Survey (LFS). The analysis focuses on the population aged 15 years and above and examines major dimensions of the labour market, including labour force participation, employment and unemployment trends, sectoral composition of employment, status in employment, informality, and patterns of working hours. Together, these indicators offer an integrated view of labour market dynamics and structural changes over time.

The period under review encompasses diverse economic phases, including periods of growth, external shocks such as global economic disruptions, episodes of domestic economic and political instability, and gradual structural transformation of the economy. In addition, important methodological enhancements in labour statistics - most notably the adoption of the framework of the 19th International Conference of Labour Statisticians (ICLS) in 2024-25 - have improved the scope, classification, and measurement of labour market indicators. As a result, observed trends reflect not only underlying changes in employment patterns but also improvements in statistical measurement and reporting practices.

This chapter also highlights the implications of these trends in the context of national development priorities and international commitments, particularly progress towards achieving full, productive, and decent employment as outlined in Sustainable Development Goal (SDG) 8.5. Furthermore, a comparative analysis of provincial-level indicators for 2020-21 and 2024-25 is included to capture regional disparities and shifts in employment structures across provinces. This spatial perspective provides deeper insight into the heterogeneity of labour market outcomes and helps identify priority areas for targeted policy interventions.

### 3.2 Employment Trends-An overview

Table-3.1 below charts out the time series of the last eleven (11) years (2007-08 to 2024-25) on the main variables characterizing the labour force viz labour force participation rate, unemployment rate, shares in employment by industry, employment status etc. A sort of descriptive comment follows the tabulated data.

**Table 3.1: Selected Key Indicators of the Labour Market-Pakistan (%)**

Indicators	2007-08	2008-09	2009-10	2010-11	2012-13	2013-14	2014-15	2017-18	2018-19	2020-21	2024-25*
<b>Labour force participation Rate (LFPR)</b>											
Both sex	52.5	53.1	53.5	53.4	53.1	53.1	53.3	51.9	52.7	52.8	53.9
Male	82.4	82.0	81.7	81.9	81.1	81.0	81.4	81.1	80.9	80.7	80.4
Female	21.8	23.1	24.1	24.4	24.3	25.0	25.0	22.8	24.6	24.6	26.3
<b>Employment-to-population Ratio (EPR)</b>											
Both sex	49.9	50.3	50.7	50.4	49.9	50.1	50.2	48.9	49.1	49.4	50.0
Male	79.1	78.5	78.3	78.0	77.0	77.3	77.5	77.2	76.3	76.3	75.5
Female	19.9	21.0	21.9	22.2	22.1	22.8	22.7	20.9	22.1	22.3	23.5
<b>Unemployment Rate (UR)</b>											
Both sex	5.0	5.2	5.3	5.7	6.0	5.6	5.8	5.7	6.7	6.3	7.2
Male	4.0	4.2	4.1	4.8	5.1	4.6	4.7	4.9	5.7	5.5	6.0
Female	8.7	9.0	9.2	9.0	9.1	8.9	9.2	8.5	10.3	9.2	10.7
<b>Share of industry in total EMP</b>											
Both sexes	20.6	21.0	21.4	21.8	22.8	22.9	23.2	24.0	23.3	25.4	25.9
Male	22.7	23.1	24.1	24.6	26.2	25.8	25.7	26.0	26.0	28.6	29.2
Female	12.2	12.7	11.6	11.5	11.3	13.1	14.6	16.6	13.8	14.6	14.9
<b>Share of agriculture in total EMP</b>											
Both sexes	42.8	43.3	43.4	43.5	42.2	42.2	41.0	37.4	38.3	37.1	32.5
Male	35.2	35.7	35.2	34.9	33.1	33.2	32.0	29.6	29.3	28.3	24.0
Female	73.8	72.7	73.9	74.2	74.9	72.9	71.8	66.1	69.1	67.6	60.9
<b>Share of services in total EMP</b>											
Both sexes	36.6	35.7	35.2	34.7	35.0	34.9	35.8	38.6	38.4	37.5	41.6
Male	42.2	41.2	40.7	40.5	40.7	41.0	42.3	44.4	44.7	43.2	46.8
Female	13.9	14.6	14.5	14.2	13.8	14.0	13.6	17.3	17.0	17.8	24.2
<b>Share of wage and salaried workers in total EMP</b>											
Both sexes	37.1	36.8	36.5	36.9	39.7	39.8	39.4	42.9	40.3	42.2	43.7
Male	40.6	40.5	40.7	41.2	43.8	43.5	43.5	46.8	45.5	47.1	49.2
Female	22.9	22.6	20.8	21.6	24.9	27.0	25.3	29.0	22.3	25.4	25.4
<b>Share of own account workers in total EMP</b>											
Both sexes	35.9	34.8	35.6	36.3	34.9	36.6	37.2	35.7	36.6	36.0	36.6
Male	41.2	40.1	41.3	41.8	40.1	41.6	41.8	39.9	40.9	40.8	39.9
Female	13.9	14.0	14.5	16.6	15.9	19.6	21.5	20.6	22.0	19.5	25.7
<b>Share of informal Sector Employment</b>											
Both sexes	72.4	73.0	72.9	73.5	73.3	73.3	72.3	71.4	72.1	72.2	80.4
Male	72.4	73.1	73.0	73.9	73.6	73.4	72.2	71.5	72.4	73.2	78.7
Female	71.7	71.6	72.7	70.6	70.9	72.5	72.9	70.7	69.9	64.9	86.1
<b>Share of EMP working 50 hours or more</b>											
Both sexes	39.3	38.0	39.5	38.5	36.3	39.3	39.1	37.8	37.9	39.7	39.8
Male	47.0	46.3	48.0	46.9	44.4	48.4	48.1	46.0	47.2	49.0	49.0
Female	7.6	6.0	7.8	8.4	7.3	8.7	8.1	7.4	5.9	7.3	9.0
<b>Share of EMP in agriculture working 50 hours or more*</b>											
Both sexes	28.5	26.6	28.7	28.6	24.3	29.4	26.5	23.7	23.3	26.7	23.4
Male	40.0	38.5	41.3	41.0	36.0	43.5	40.0	34.3	36.0	41.2	37.1
Female	6.1	4.0	6.4	7.7	5.9	7.5	5.9	6.3	4.8	6.0	5.2
<b>Share of EMP in trade working 50 hours or more*</b>											
Both sexes	69.5	68.8	70.1	67.7	67.1	69.2	69.8	68.0	74.3	68.7	67.8
Male	70.5	69.5	71.1	68.4	67.8	69.7	70.5	68.7	75.6	69.2	68.8
Female	32.6	32.9	35.7	35.3	38.2	39.6	39.2	37.9	45.5	39.7	38.3

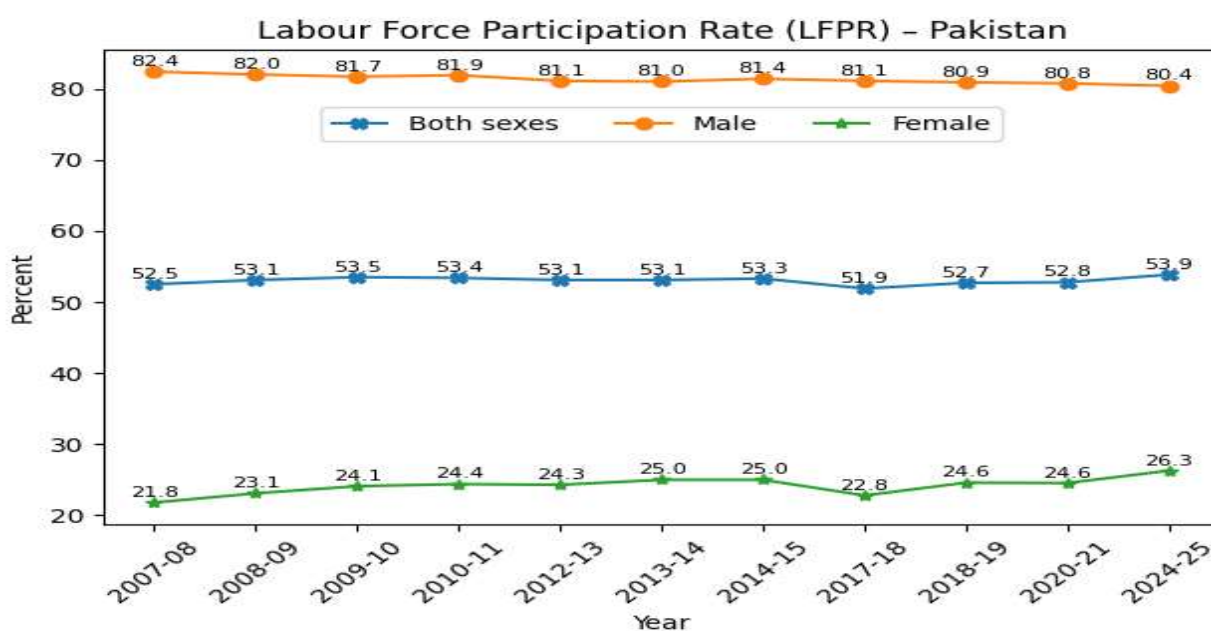
Note: The 2025 estimates have been computed in accordance with the 19th ICLS standards, under which own-use subsistence agriculture workers (2.48 million) are not classified as employed persons. \* Share has been calculated from respective sector

### 3.2.1 Labour Force Participation Rate (LFPR)

Figure 3.1 shows the labour force participation rate for the population aged 15 years and above increased gradually from 52.5 % in 2007-08 to 53.9 % in 2024-25, indicating a modest expansion in labour market engagement. This increase was driven primarily by women, whose participation rose from 21.8 % to 26.3 % over the period. In contrast, male participation declined slightly from 82.4 % to 80.4 %, reflecting changing demographic structures, prolonged education, and labour-market adjustment pressures.

The steady rise in female LFPR signifies growing involvement of women in economic activities, particularly in services and informal employment. However, the overall increase in total participation remains limited, suggesting that Pakistan has yet to fully tap into its working-age population, especially among women and youth.

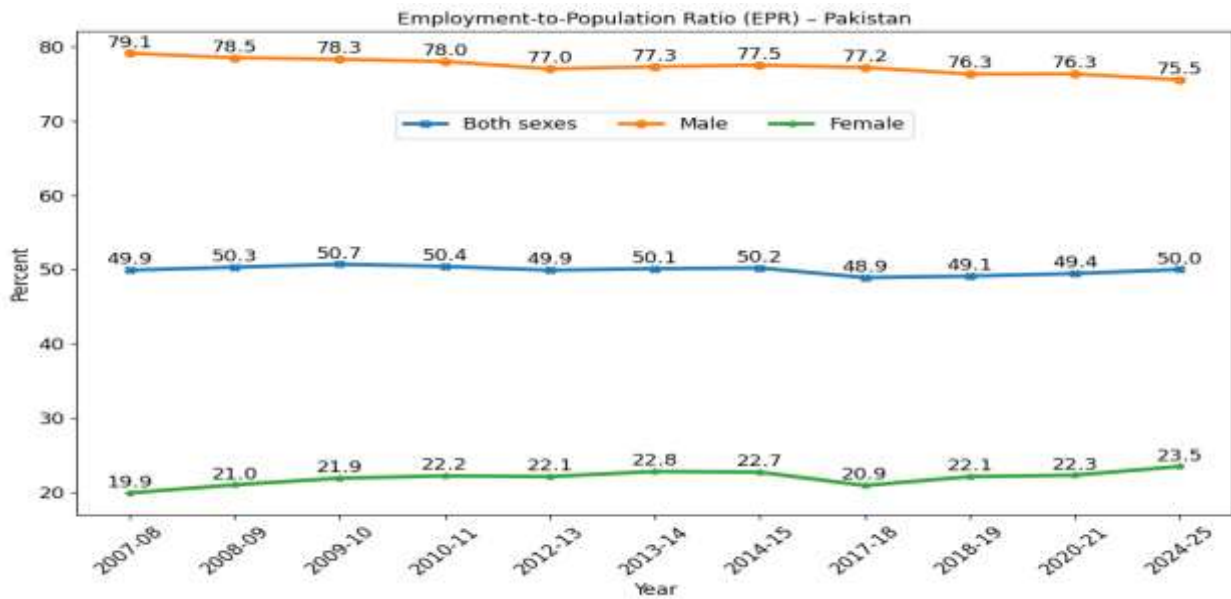
**Figure-3.1 Trend in Labour Force Participation Rate**



### 3.2.2 Employment-to-Population Ratio

Figure 3.2 shows the employment-to-population ratio (EPR) remained largely unchanged over the period, edging up marginally from (49.9%) in 2007-08 to (50.0%) in 2024-25. This apparent stability conceals pronounced gender disparities. Female employment increased notably from (19.9%) to (23.5%), whereas male employment declined from (79.1%) to (75.5%). The improvement in female employment reflects increased participation of women in services, home-based work, and informal economic activities. In contrast, the decline in male employment points to constraints in job creation relative to labour force growth, underscoring the economy’s limited ability to generate adequate and high-quality employment opportunities.

**Figure 3.2: Trend in Employment to population Ratio by Sex-Overall**

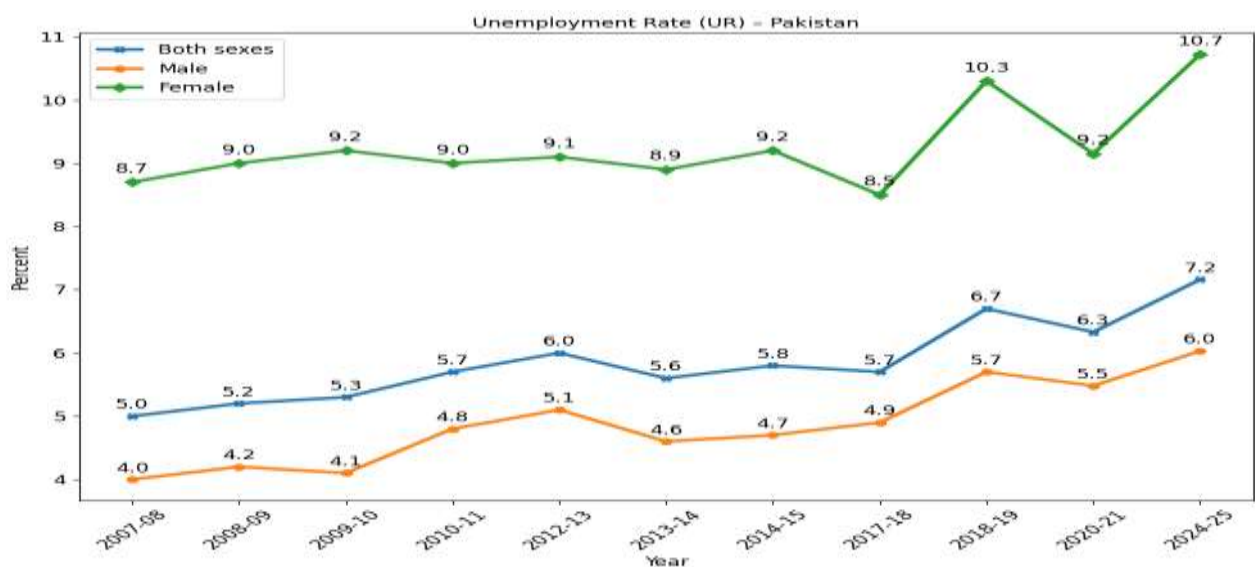


### 3.2.3 Unemployment Rate (UR)

Figure 3.3 shows the unemployment rate increased from (5.0%) in 2007-08 to (7.2%) in 2024-25, showing a clear deterioration in labour market conditions. Female unemployment increased sharply from 8.7 % to 10.7 %, while male unemployment rose from 4.0 % to 6.0 %.

The widening unemployment gap indicates that although more women are entering the labour force, many are unable to find suitable jobs. The rise in unemployment among men also reflects economic slowdowns, structural shifts, and the inability of key sectors to absorb new entrants at the required.

**Figure 3.3: Trend in Unemployment Rate**



### **3.2.4 Sectoral Distribution of Employment**

Pakistan's employment structure has changed markedly over the past two decades. In Table 3.1 the share of agriculture in total employment fell sharply from 42.8 % in 2007-08 to 32.5 % in 2024-25, signaling a sustained shift away from farm-based livelihoods.

Over the same period, employment in industry expanded from 20.6 % to 25.9 %, while services grew from 36.6 % to 41.6 %, emerging as the largest source of employment. This reallocation reflects rising urbanization, the expansion of trade, transport, education, health, and other service activities, alongside gradual industrial deepening. Women, in particular, benefited from the growth of the services sector, which now absorbs nearly 24.2 % of female employment.

### **3.2.5 Employment Status: Wage Workers and Own-Account Workers**

Table 3.1 shows the share of wage and salaried workers increased from 37.1 % in 2007-08 to 43.7 % in 2024-25, reflecting gradual movement towards paid employment and potentially better job security. This increase was stronger among women, whose wage employment rose from 22.9 % to 25.4 %, indicating improved access to formal and semi-formal jobs.

In contrast, own-account workers remained relatively stable at around 36%, showing that a large segment of the labour force continues to rely on self-employment and small-scale activities. For women, own-account work rose from 13.9 % to 25.7 %, suggesting continued dependence on home-based and informal economic activities.

### **3.2.6 Informal Employment**

Informal employment remains a defining feature of Pakistan's labour market. Table 3.1 shows its increased from 72.4 % in 2007-08 to 80.4 % in 2024-25, indicating a substantial rise in employment without social protection or legal coverage. Female informality reached an extremely high level of 86.1 %, compared to 78.7 % for males.

Despite sectoral shifts towards services and industry, the persistence of high informality highlights the weak formal job creation capacity of the economy and the vulnerability of a large share of workers.

### 3.2.7 Excessive Hours Working (50 Hours or More per Week)

Table 3.1 shows the proportion of employed persons working 50 hours or more per week increased from 39.3 % in 2007-08 to 39.8 % in 2024-25, indicating some improvement in working conditions and reduced excessive workloads. The decline was particularly strong in agriculture, where long working hours fell from 28.5 % to 23.4 %, and in trade, which declined from 69.5 % to 67.8 %.

However, male continue to face much higher exposure in agriculture to long working hours (37.1 %) than female (5.2 %), reflecting occupational and sectoral differences.

Table-3.1 shows the time series of the past eleven (11) years (2007-08 to 2024-25) on the main variables characterizing the Labour Force viz Labour Force Participation Rate, Unemployment Rate, share in employment by industry, employment status etc. These indicators have been computed for population 15 years and over.

### 3.3 Provincial Labour Market Profile (2020-21 & 2024-25)

This section examines provincial labour market dynamics in Khyber Pakhtunkhwa (KP), Punjab, Sindh, and Balochistan using Labour Force Survey data for the population aged 15 years and above. It highlights regional disparities in labour force participation, employment absorption, unemployment, sectoral composition, and job quality. Table 3.2 presents last two years surveys data (2020-21 & 2024-25) of key provincial labour market indicators, including participation and unemployment rates, sectoral employment shares, and employment status, followed by a brief descriptive analysis.

**Table 3.2: Selected Key Indicators of the Labour Market Province wise (%)**

Provinces	2020-21				2024-25			
	KPK	Punjab	Sindh	Balochistan	KPK	Punjab	Sindh	Balochistan
<b>Labour force participation rate</b>								
Both sexes	47.2	55.2	51.8	49.0	49.5	56.6	51.9	48.8
Male	76.6	80.9	83.6	79.4	78.1	80.2	82.8	78.3
Female	18.4	29.9	17.8	13.7	20.1	32.3	18.5	14.0
<b>Employment-to-population ratio</b>								
Both sexes	43.0	51.4	49.8	46.8	44.7	52.3	49.2	46.1
Male	71.1	75.9	80.9	76.0	72.2	75.2	79.0	74.5
Female	15.5	27.3	16.6	13.0	16.4	29.2	16.8	12.7

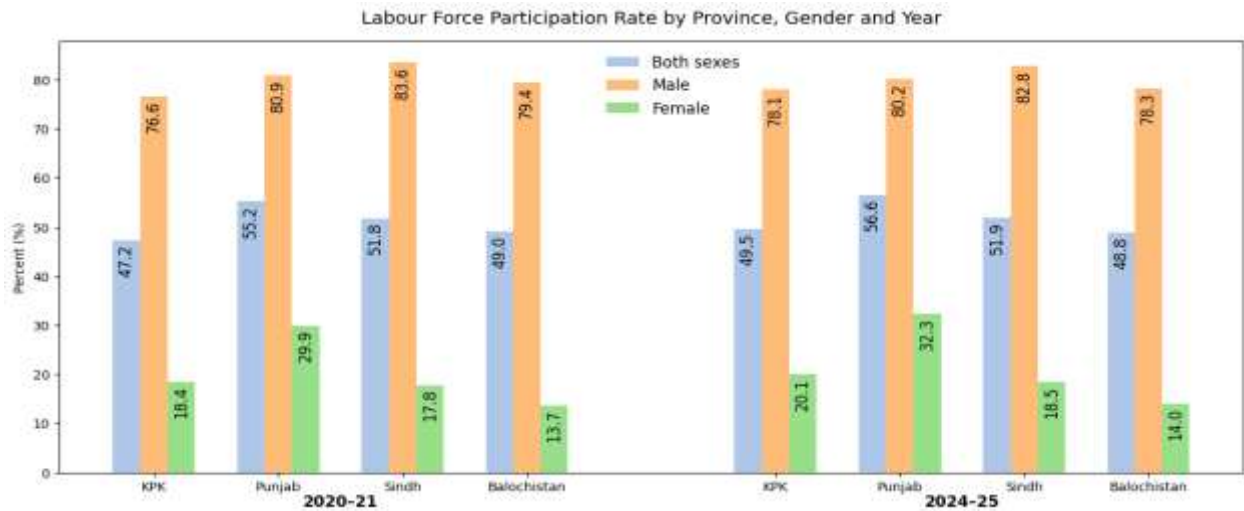
<b>Unemployment rate</b>								
Both sexes	8.9	6.8	3.8	4.4	9.7	7.3	5.3	5.4
Male	7.2	6.1	3.3	4.3	7.6	6.3	4.6	4.9
Female	16.0	8.7	6.6	5.3	18.1	9.8	9.0	8.9
<b>Share of industry in total employment</b>								
Both sexes	14.8	59.3	22.3	3.6	16.3	58.4	22.0	3.3
Male	15.4	58.0	22.9	3.8	16.9	56.9	22.7	3.5
Female	10.8	68.3	18.4	2.4	12.5	68.3	17.3	1.9
<b>Share of agriculture in total employment</b>								
Both sexes	12.0	60.4	22.3	5.3	11.5	61.9	21.5	5.1
Male	12.9	54.3	26.1	6.7	12.5	55.5	25.3	6.7
Female	10.7	69.3	16.9	3.2	10.1	70.4	16.6	2.9
<b>Share of services in total employment</b>								
Both sexes	15.2	55.2	23.7	5.9	16.5	54.2	23.9	5.4
Male	15.4	53.4	25.0	6.3	16.7	52.0	25.4	5.9
Female	14.1	70.5	13.2	2.1	15.2	68.1	14.3	2.4
<b>Share of wage and salaried workers in total employment</b>								
Both sexes	41.9	40.3	47.3	42.4	45.1	41.2	49.2	44.5
Male	46.6	45.7	50.8	45.2	49.9	47.3	53.4	48.0
Female	21.2	25.3	29.0	23.4	23.8	25.3	27.7	20.5
<b>Share of own account workers in total employment</b>								
Both sexes	39.3	35.9	34.0	37.6	36.5	37.4	34.6	37.5
Male	41.0	41.6	38.4	42.7	38.0	41.4	37.5	41.3
Female	31.7	20.2	11.4	2.9	29.5	26.8	20.2	11.7
<b>Share of EMP in the informal sector</b>								
Both sexes	75.2	72.4	69.7	72.9	79.7	82.2	76.4	79.3
Male	76.7	73.8	69.4	74.0	79.3	80.4	74.5	78.8
Female	61.0	64.2	72.8	54.7	81.5	87.0	86.1	82.8
<b>Share of EMP working 50 hours or more</b>								
Both sexes	31.3	38.1	47.0	47.1	34.4	41.9	36.7	45.0
Male	37.8	49.6	53.8	50.8	40.6	54.6	41.6	50.4
Female	2.2	6.5	11.8	22.0	6.5	8.7	11.9	8.0
<b>Share of employment in agriculture working 50 hours or more</b>								
<b>Both sexes</b>	14.2	24.8	34.4	46.1	15.6	25.0	21.0	30.8
Male	21.9	42.7	44.7	52.6	23.1	44.9	26.5	39.2
Female	0.7	4.5	11.5	27.2	3.4	4.3	9.9	5.1
<b>Share of employment in trade working 50 hours or more</b>								
Both sexes	64.4	68.3	72.0	69.0	57.8	71.5	63.4	80.7
Male	64.5	69.1	72.1	69.2	58.6	73.1	63.5	81.4
Female	38.4	36.7	58.1	15.6	13.2	35.4	60.7	23.4

### 3.3.1 Labour Force Participation Rate

Figure 3.4 shows the moderate improvement in labour market participation in KP, with the Labour Force Participation Rate (LFPR) rising from 47.2% to 49.5%, mainly driven by an increase in female participation from 18.4% to 20.1%. Punjab remains the strongest provincial labour market.

LFPR increased from 55.2% to 56.6%, while female participation increased from 29.9% to 32.3%, the highest among provinces. Sindh displays a relatively urban-oriented labour market. LFPR remained stable at around 52% while Balochistan continues to face severe labour market constraints. LFPR declined slightly from 49.0% to 48.8% during the comparative period. See table 3.2 and Figure-3.4.

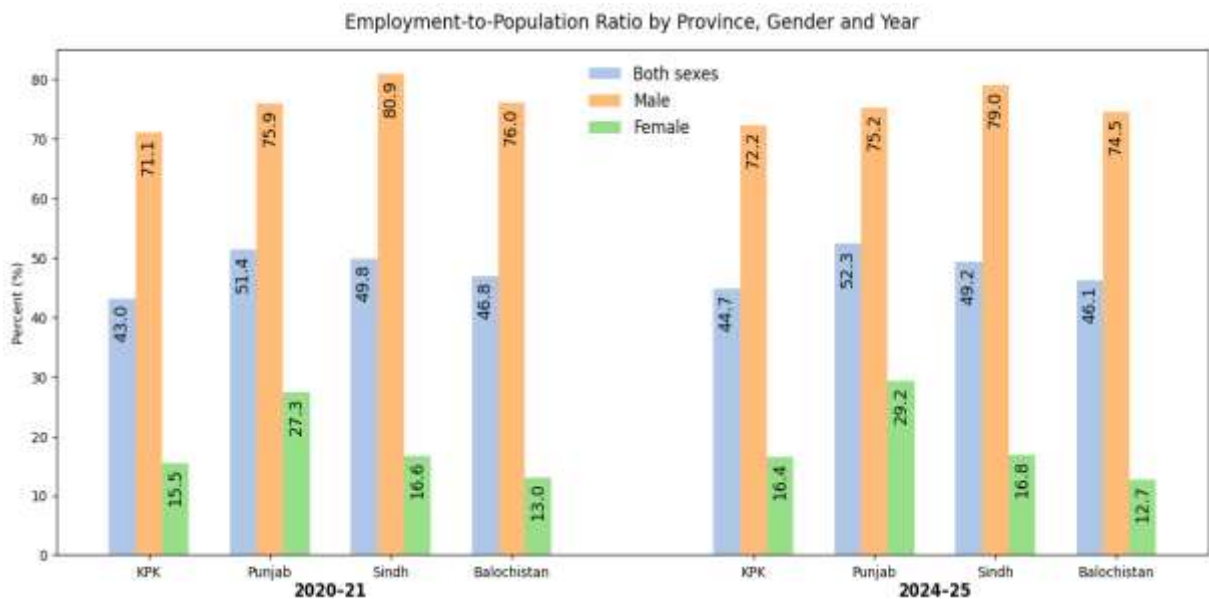
**Figure-3.4: Labour Force Participation Rate-Province wise**



### 3.3.2 Employment to Population Ratio

Figure 3.5 shows that in KP, the Employment-to-Population Ratio (EPR) improved only slightly from 43.0% to 44.7%, indicating that job creation has not kept pace with labour supply. In Punjab, the EPR improved from 51.4% to 52.3%, indicating continued employment absorption. In Sindh and Balochistan the EPR decline is observed from (49.8% to 49.2%) and (46.8% to 46.1%) indicating stagnation in jobs creation. See Figure-3.5.

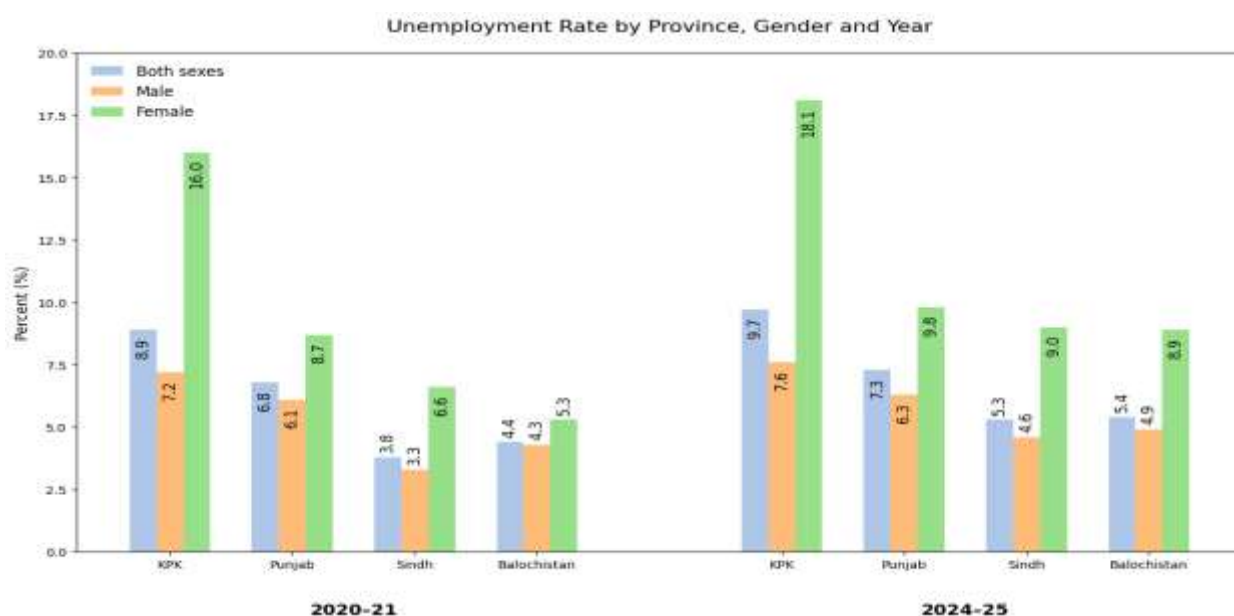
**Figure-3.5 Employment to Population Ratio**



### 3.3.3 Unemployment Rate

The Figure 3.6 shows the unemployment rose in all provinces between 2020-21 and 2024-25, with females consistently facing higher rates than males. In Khyber Pakhtunkhwa, overall unemployment increased from (8.9% to 9.7%), while female unemployment rose sharply from (16.0% to 18.1%) vs (male: 7.2% to 7.6%). Punjab’s overall rate increased from 6.8% to 7.3%, with female unemployment rising from 8.7% to 9.8% and male from 6.1% to 6.3%. Sindh experienced a notable rise in overall unemployment from 3.8% to 5.3%, with female unemployment increasing from 6.6% to 9.0% versus (male: 3.3% to 4.6%). Balochistan, although having the lowest levels, also saw growth, with overall unemployment rising from 4.4% to 5.4% and female unemployment from 5.3% to 8.9% (male: 4.3% to 4.9%), highlighting a nationwide increase and a widening gender gap.

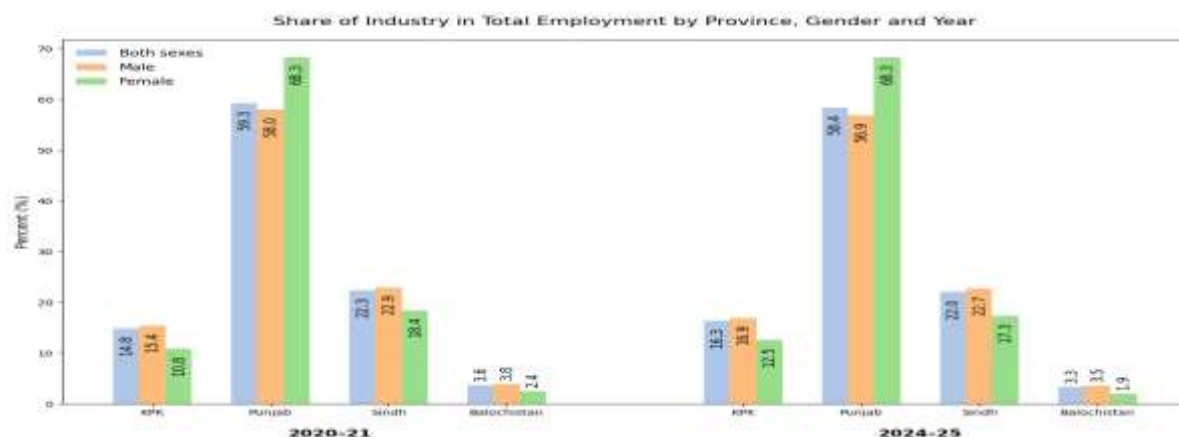
**Figure-3.6: Unemployment Rate-Province wise**



### 3.3.4 Share of Industry in Total Employment

Figure 3.7 shows that in KP, the share of industry in total employment improved from 14.8% to 16.3%, indicating a positive trend in industrial labor absorption and a shift towards secondary sector activities. In Punjab, a marginal decline was observed from 59.3% to 58.4%, though the province remains the primary hub for industrial employment in the country. In Sindh and Balochistan, the share decreased from (22.3% to 22.0%) and (3.6% to 3.3%) respectively, indicating a slight stagnation in industrial job creation compared to other sectors in these regions.

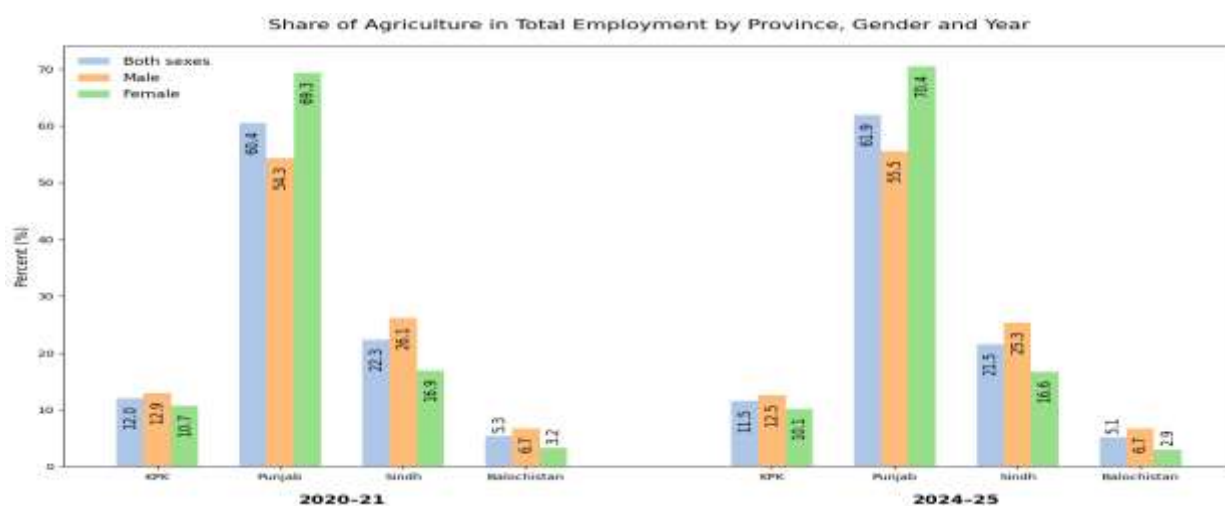
**Figure-3.7: Share of Industry in Total Employment-Province wise**



### 3.3.5. Share of Agriculture in Total Employment

Figure 3.8 presents the agriculture remains a major source of employment in Pakistan, with clear provincial and gender differences and only modest changes between 2020–21 and 2024–25. Punjab has by far the highest share, where agriculture employed 60.4% of the total workforce in 2020–21, increasing to 61.9% in 2024–25; female participation was especially high, rising from 69.3% to 70.4%, compared with males at 54.3% and 55.5%. Sindh shows a much lower but slightly declining reliance on agriculture, with the overall share falling from 22.3% to 21.5%, male employment decreasing from 26.1% to 25.3% and female from 16.9% to 16.6%. In Khyber Pakhtunkhwa, agriculture’s share remained relatively stable, with total employment at about 12.0% in 2020–21 and 11.5% in 2024–25, while female participation declined slightly from 10.7% to 10.1%. Balochistan has the lowest agricultural employment share overall, remaining almost unchanged at around 5.3% to 5.1%, though males consistently account for a higher share (6.7% in both years) than females (declining from 3.2% to 2.9%). Overall, the chart highlights Punjab’s dominance in agricultural employment, particularly for women, alongside relative stability or slight declines in other provinces.

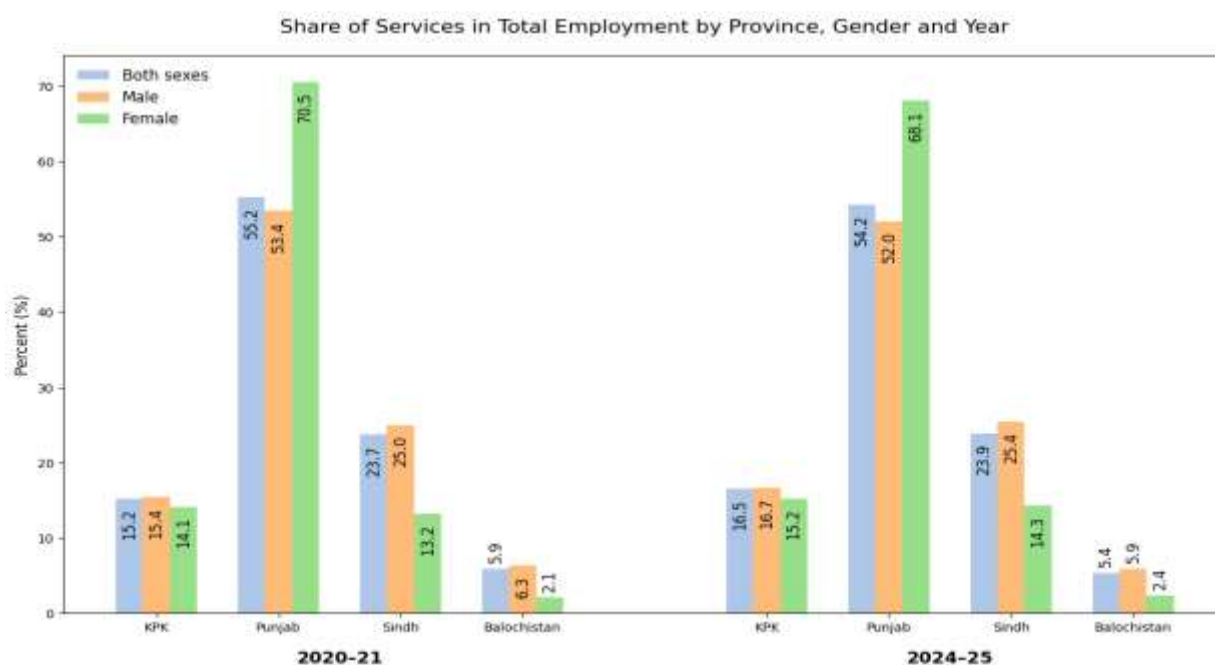
**Figure-3.8: Share of Agriculture in Total Employment-Province wise**



### 3.3.6 Share of Services in Total Employment

Figure 3.9 presents the services dominate employment in Punjab and play a moderate but growing role in other provinces, with clear gender differences. In Punjab, the share of services in total employment declined slightly from 55.2% in 2020-21 to 54.2% in 2024-25, though it remained very high for females at 70.5% and 68.1% respectively (males: 53.4% to 52.0%). Sindh's overall services share was relatively stable, rising marginally from 23.7% to 23.9%, with male employment increasing from 25.0% to 25.4% and female from 13.2% to 14.3%. In Khyber Pakhtunkhwa, services employment increased from 15.2% to 16.5% overall, with females rising from 14.1% to 15.2% and males from 15.4% to 16.7%. Balochistan consistently recorded the lowest services employment, remaining almost unchanged at about 5.9% to 5.4% overall, with male shares near 6.3% to 5.9% and female shares increasing slightly from 2.1% to 2.4%.

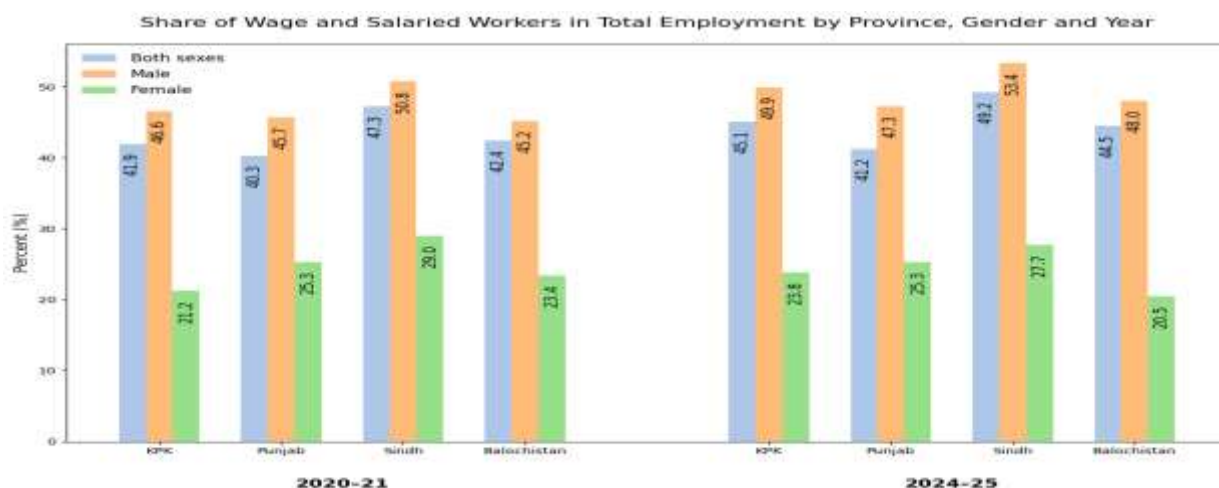
**Figure-3.9: Share of Services in Total Employment-Province wise**



### 3.3.7 Share of Wage and Salaried Workers in Total Employment

Figure 3.10 shows that in KP, Balochistan, and Sindh, the share of wage and salaried workers improved from (41.9% to 45.1%), (42.4% to 44.5%), and (47.3% to 49.2%) respectively, indicating a positive shift toward formalization and more stable employment contracts. In Punjab, the share also saw a marginal improvement from 40.3% to 41.2%, reflecting a steady but slower expansion of the salaried workforce compared to other provinces.

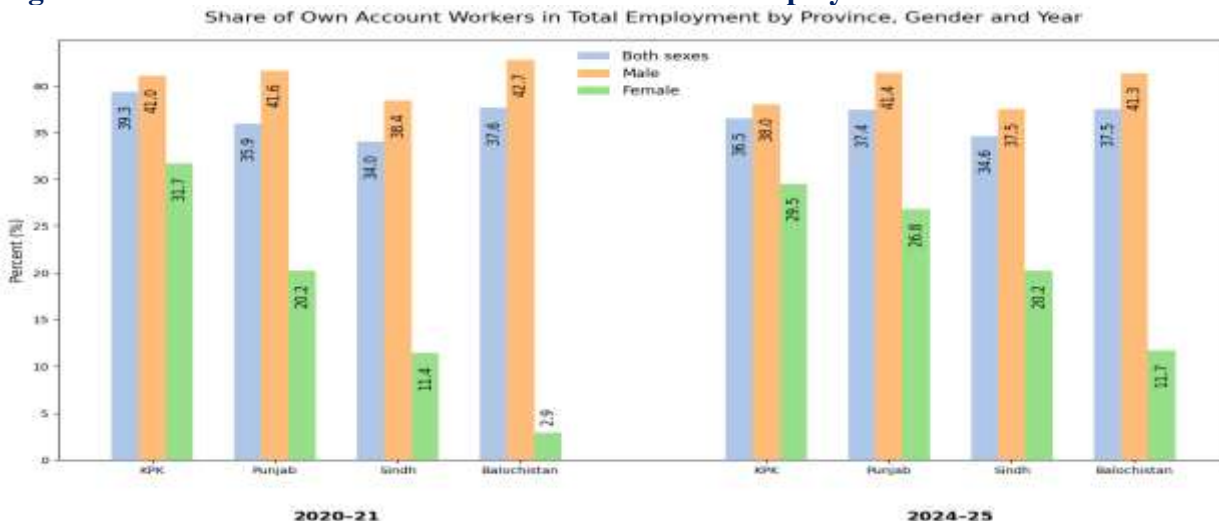
**Figure-3.10: Share of Wage and Salaried Workers in Total Employment-Province wise**



### 3.3.8 Share of Own Account Workers in Total Employment

Figure 3.11 shows that in Punjab and Sindh, the proportion of own-account workers rose from 35.9% to 37.4% and from 34.0% to 34.6%, respectively, suggesting a growing reliance on self-employment and entrepreneurial activity in these provincial labor markets. In contrast, Khyber Pakhtunkhwa and Balochistan recorded declines in this share from 39.3% to 36.5% and from 37.6% to 37.5%, respectively, indicating a shift of workers away from self-employment toward other forms of employment.

**Figure-3.11: Share of Own Account Workers in Total Employment-Province wise**

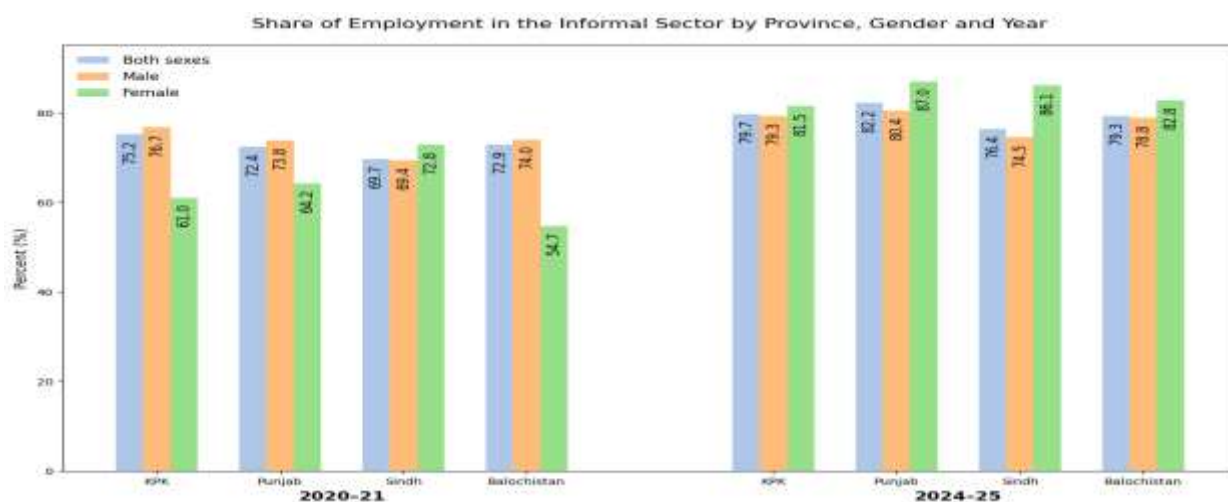


### 3.3.9 Share of Employment in the Informal Sector

Figure 3.12 shows the Informal employment remains pervasive across all provinces, with an upward trend observed between 2020-21 and 2024-25. KP shows a marked increase in informal employment, rising from 75.2% to 79.7%, driven largely by a sharp rise in female informality from 61.0% to 81.5%. Punjab records the largest increase, with the share rising from 72.4% to 82.2%, while female informal employment surged to 87.0%, the highest among provinces. Sindh

also exhibits a significant rise, particularly among females, indicating growing absorption of women in informal activities. Balochistan continues to exhibit structurally high informality, increasing from 72.9% to 79.3%, underscoring persistent constraints in formal job creation.

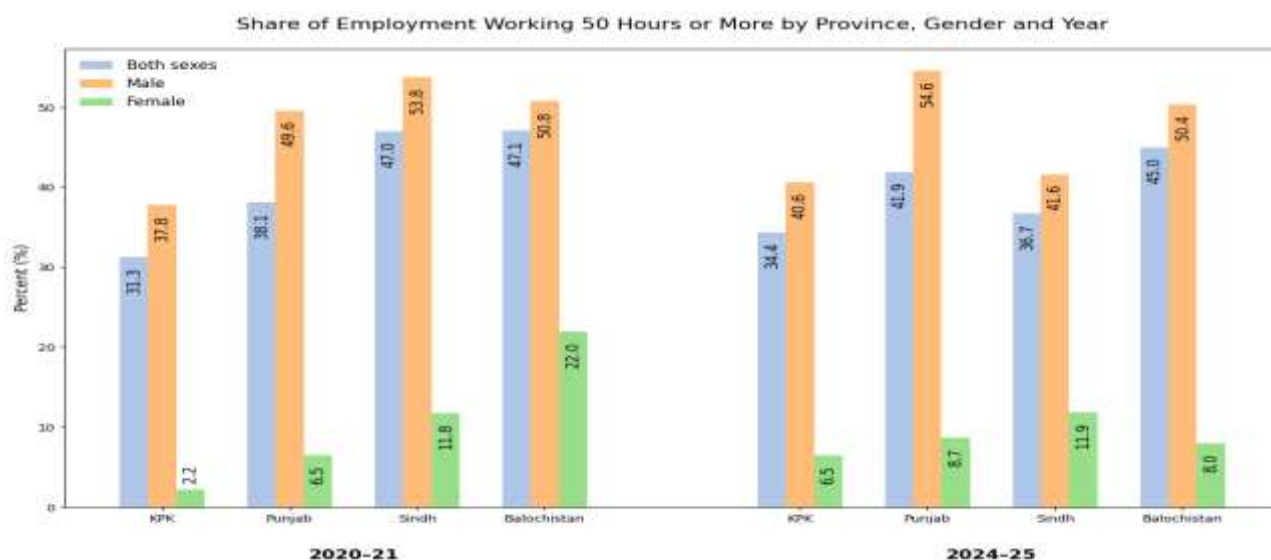
**Figure-3.12: Share of Informal Sector in Total Employment-Province wise**



### 3.3.10 Share of Employment Working 50 Hours or More

Figure 3.13 shows the a substantial proportion of employed persons work 50 hours or more per week, reflecting long working-hour patterns across provinces. KP shows a moderate increase in long working hours, with the share rising from 31.3% to 34.4%, largely driven by male workers. Punjab records persistently high levels, increasing from 38.1% to 41.9%, and remains the province with the highest incidence among males. Sindh shows a notable decline from 47.0% to 36.7%, suggesting some improvement in working time conditions. Balochistan continues to report elevated levels, though a slight reduction is observed. Female employment with long working hours remains comparatively low across provinces, despite marginal increases.

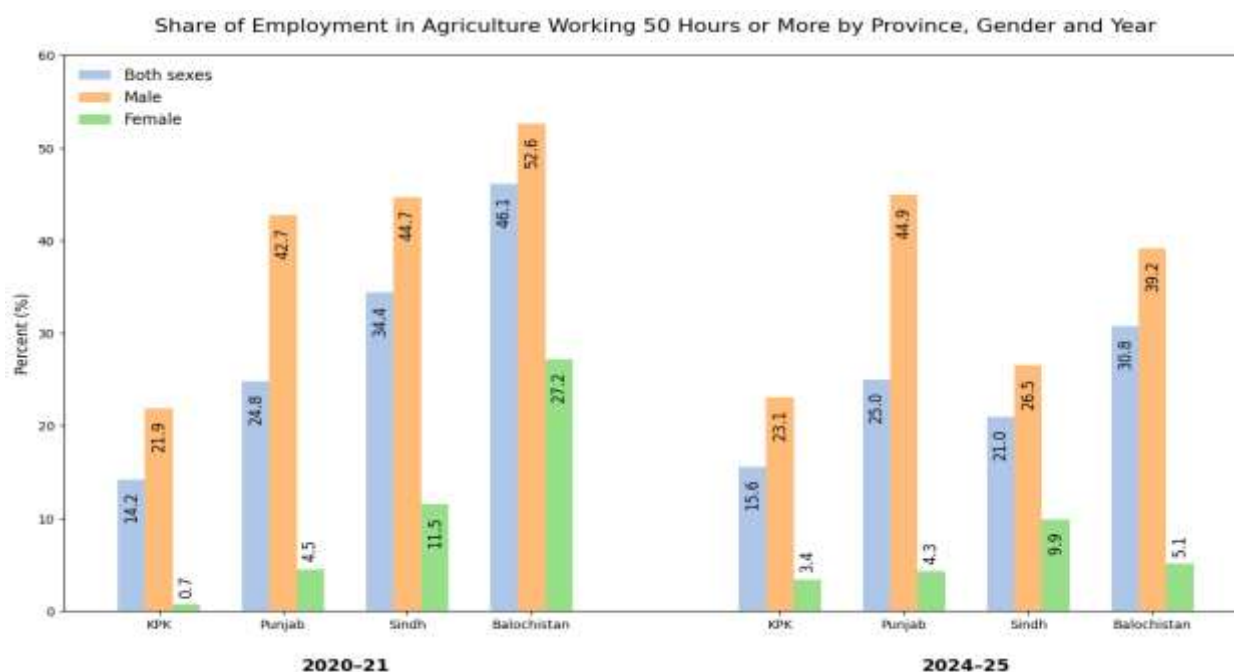
**Figure-3.13: Share of Employment Working 50 Hours or more-Province wise**



### 3.3.11 Share of Employment in Agriculture Working 50 Hours or More

Long working hours in agriculture show a mixed but overall declining trend across provinces, indicating some easing in labour intensity. Balochistan and Punjab remain relatively high, though both record notable declines by 2024-25, with Balochistan still comparatively elevated. Khyber Pakhtunkhwa shows a slight increase from 14.2% to 15.6%, driven mainly by male workers, while Punjab remains largely stable with minimal change. Sindh exhibits a sharp decline from 34.4% to 21.0%, alongside a significant reduction in Balochistan (46.1% to 30.8%), reflecting a clear easing of excessive working hours. Male workers continue to dominate long-hour employment, though declines are evident in Sindh and Balochistan. Female participation remains very low overall, with a slight increase in KP but declines in other provinces, particularly a sharp drop in Balochistan. Overall, the pattern suggests a broad reduction in long working hours in agriculture. See Figure 3.14.

**Figure-3.14: Share of Employment in Agriculture Working 50 Hours or More -Province wise**

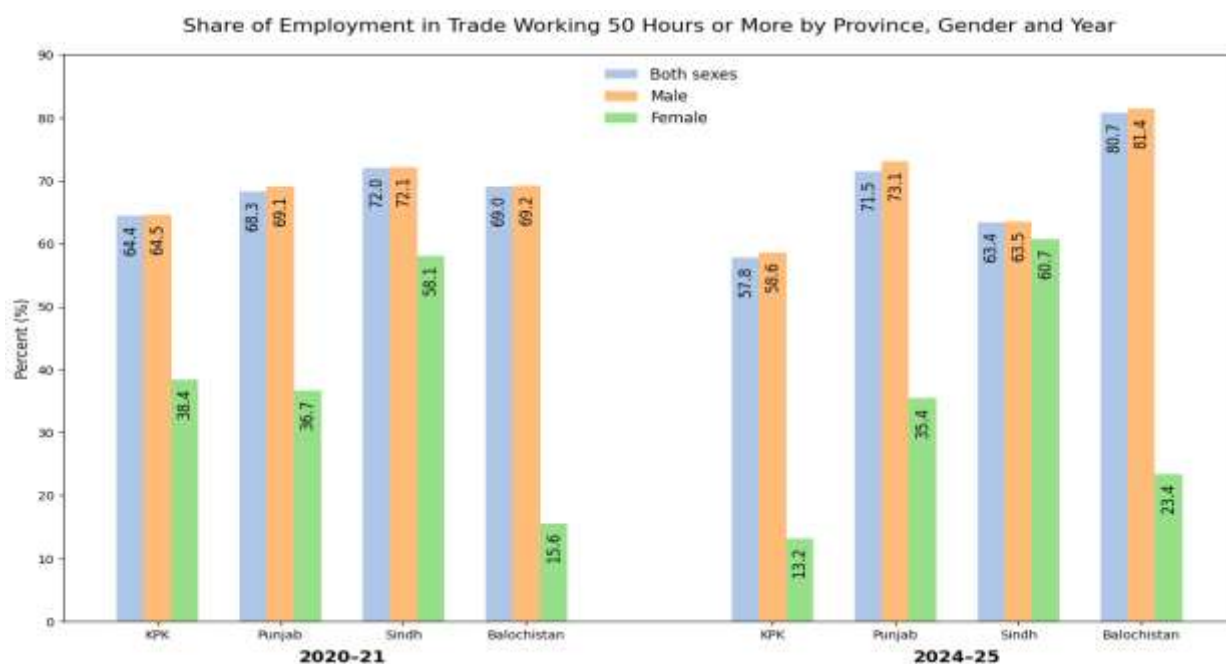


### 3.3.12 Share of Employment in Trade Working 50 Hours or More

Excessively long working hours, particularly for male workers across all provinces marks employment in the trade sector. Between 2020-21 and 2024-25, both Khyber Pakhtunkhwa and Sindh experienced declines in the incidence of long working hours, suggesting some improvement in working conditions. Sindh shows the pronounced progress, with the share between both sexes dropping sharply from 72.0% to 63.4%. In contrast, Punjab and Balochistan stands out as an exception, where the share increased to 71.5% and 80.7% respectively, indicating the persistence

of extended working hours in the trade sector. Female workers consistently exhibit a lower prevalence of long working hours; however, the incidence remains significant, particularly in Sindh. See Figure 3.15.

**Figure-3.15: Share of Employment in Trade Working 50 Hours or More -Province wise**



### 3.4 Unemployment by Educational Attainment

Educational attainment is a key determinant of labour market outcomes. Table 3.3 presents unemployment trends by level of education and sex from 2007-08 to 2024-25. The data indicate a non-linear relationship between education and unemployment, where higher levels of education do not necessarily translate into lower unemployment. The table also highlights persistent gender disparities, with female unemployment rates exceeding those of males across almost all education categories, reflecting structural and institutional constraints in the labour market.

#### 3.4.1 Less than One Year of Education

Unemployment among individuals with less than one year of education remained relatively low over the review period, largely due to their engagement in informal, low-skilled, and subsistence activities. After declining sharply around 2013-14, unemployment increased during 2020-21, reflecting the impact of economic disruptions, before declining again to 3.8 % in 2024-25. Female unemployment in this category showed greater volatility, with a pronounced spike in 2020-21, indicating heightened vulnerability of low-educated women during economic downturns.

**Table 3.3: Unemployment Rate by Educational Attainment (%)**

Level of Education	2007-08	2008-09	2009-10	2010-11	2012-13	2013-14	2014-15	2017-18	2018-19	2020-21	2024-25
<b>Less than one year of education*</b>											
Both sexes	5.3	3.4	5.1	3.8	3.0	0.2	0.3	2.9	3.3	5.1	3.8
Male	5.3	3.0	5.2	3.8	2.8	0.2	0.3	2.9	3.9	3.0	3.5
Female	5.8	5.6	4.3	3.5	4.0	0.2	0.3	2.9	2.4	10.2	4.5
<b>Pre primary education</b>											
Both sexes	4.3	3.6	4.3	4.0	5.0	2.3	1.2	4.7	4.3	3.5	4.8
Male	4.3	2.5	4.3	3.8	4.9	2.2	1.8	5.0	4.6	3.4	4.0
Female	4.0	11.9	4.1	5.4	5.2	0.7	0.3	3.3	3.3	3.8	8.5
<b>Primary but below middle</b>											
Both sexes	4.5	4.6	4.4	4.9	5.2	15.8	10.1	3.7	4.8	3.9	6.0
Male	3.7	3.9	3.7	4.1	4.5	18.4	13.5	3.5	4.7	3.5	5.2
Female	11.6	10.2	9.5	10.3	10.0	11.4	4.3	4.8	5.1	5.8	9.8
<b>Middle but below matric</b>											
Both sexes	4.7	5.5	5.0	5.9	6.4	13.2	12.9	5.1	6.9	6.4	6.9
Male	4.2	5.2	4.5	5.2	7.6	16.0	15.5	5.0	6.8	5.7	6.2
Female	12.5	10.9	12.1	14.8	15.1	7.2	8.7	6.9	8.9	13.0	11.3
<b>Matric but below intermediate</b>											
Both sexes	6.5	6.3	6.2	7.9	8.2	15.2	11.1	6.4	8.0	8.6	8.6
Male	5.3	5.0	5.0	6.4	6.7	16.9	14.7	6.2	7.4	7.6	7.3
Female	20.9	21.3	18.0	22.2	20.7	12.1	8.7	8.7	13.8	19.6	16.6
<b>Intermediate but below degree</b>											
Both sexes	6.8	7.3	8.0	10.8	9.5	9.1	15.2	11.7	16.9	11.7	12.6
Male	5.5	5.7	5.8	8.3	7.5	8.9	10.1	10.6	8.1	9.1	9.7
Female	18.3	19.6	23.9	26.8	24.3	9.4	14.0	20.6	57.9	31.0	24.0
<b>Degree</b>											
Both sexes	4.9	6.2	8.3	8.7	10.6	12.6	20.1	16.3	15.7	16.1	11.2
Male	3.5	4.2	5.8	6.3	7.6	10.9	12.9	7.3	7.4	8.8	6.8
Female	12.9	15.1	19.5	19.3	22.1	15.5	21.1	41.1	44.7	33.8	24.1

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

\*Includes "No formal education"

### 3.4.2 Pre-Primary Education

Unemployment rates for individuals with pre-primary education fluctuated moderately throughout the period. While male unemployment remained comparatively stable, female unemployment exhibited sharp variations in certain years, particularly in 2008-09 and 2024-25. These fluctuations suggest limited and unstable employment opportunities for women with very low levels of education, often linked to irregular participation in the labour market.

### **3.4.3 Primary but below Middle**

For individuals with primary education but below middle level, unemployment remained relatively stable until 2012-13, followed by an exceptional rise in 2013-14. Although unemployment declined in subsequent years, it increased again by 2024-25. Female unemployment consistently exceeded male unemployment, reflecting restricted employment opportunities and lower labour market absorption for women at this education level.

### **3.4.4 Middle but below Matric**

Unemployment among persons with middle but below matric education increased gradually up to 2012-13 and peaked sharply during 2013-14 and 2014-15, indicating structural stress in the labour market. Although conditions improved afterward, unemployment remained elevated by 2024-25. Female unemployment rates remained significantly higher than male rates throughout the period, underscoring persistent gender disparities at this education level.

### **3.4.5 Matric but below Intermediate**

Unemployment rises noticeably at the matric level, suggesting increasing skill mismatch between education and available jobs. Rates increased steadily up to 2014-15 and remained relatively high in subsequent years. Female unemployment at this level is substantially higher than male unemployment, reflecting limited employment pathways for women completing secondary education.

### **3.4.6 Intermediate but below Degree**

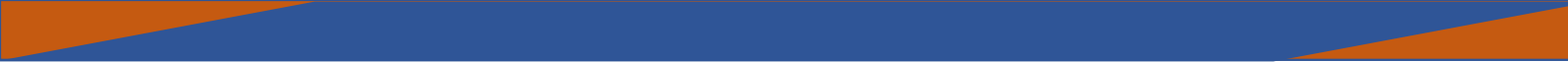
Individuals with intermediate education but below degree level experienced some of the highest unemployment rates, particularly among females. Female unemployment surged sharply in 2018-19 and remained high thereafter, highlighting severe labour market mismatches and inadequate creation of skill-appropriate employment. Male unemployment, although lower, showed a gradual upward trend over the period.

### **3.4.7 Degree and above**

Unemployment among degree holders increased steadily up to 2014-15, remained elevated during 2017-18 to 2020-21, and declined slightly by 2024-25. Despite this improvement, unemployment among female degree holders continues to be significantly higher than that of males, reflecting challenges related to labour market absorption, occupational segregation, and barriers to female participation in professional employment.

# CHAPTER

4



# Chapter-4 Employment

## 4.1 Introduction

This chapter provides a comprehensive assessment of labour market quality and employment conditions in Pakistan by examining key indicators that collectively reflect the economy's capacity to generate productive, secure and decent employment. These indicators include the employment-to-population ratio, vulnerable employment, excessive hours work, and the share of wage and salaried employment. Together, they offer a multidimensional perspective on labour market absorption, employment security, working conditions and the degree of formalization across the economy.

The employment-to-population ratio serves as a broad measure of how effectively the working-age population is integrated into economic activity, capturing employed persons as a share of the total population rather than only those actively participating in the labour force. Vulnerable employment highlights the extent of informality and economic insecurity, as own-account workers and contributing family workers typically lack employment stability, social protection and regular earnings. Excessive working hours defined as working more than 50 hours per week, reflect pressures within labour markets where workers often compensate for low wages or precarious employment by extending working time, potentially at the cost of health and productivity. In contrast, the share of wage and salaried employment signals the availability of more stable and structured job opportunities, while also providing insight into gender inclusiveness within formal employment.

In this chapter trend analysis (2007-2025) has been made of these indicators by sex, age and economic sector (Formal & Informal), and situates Pakistan's performance within a broader provincial context where relevant. A detailed provincial comparison for 2020-21 and 2024-25 further reveals spatial disparities and evolving employment patterns across provinces. Overall, the analysis aims to inform evidence-based policy formulation by identifying key structural challenges and progress towards more productive, inclusive and decent employment in Pakistan.

## 4.2 National Trends: Employment-to-Population Ratio (15 Years & Above)

The employment-to-population ratio, also known as the employment rate, is the percentage of a country's working-age population that is employed. It's calculated by dividing the number of employed individuals by the total working-age population (15 Years and above).

**Table 4.1: Employment-to-Population Ratios by Sex and Age-Pakistan (%)**

Pakistan	2007-08	2008-09	2009-10	2010-11	2012-13	2013-14	2014-15	2017-18	2018-19	2020-21	2024-25
<b>15 years &amp; above</b>											
Both sexes	49.9	50.3	50.7	50.4	50.0	50.0	50.2	48.9	49.1	49.4	50.0
Male	79.1	78.5	78.3	78.0	77.0	77.3	77.5	77.2	76.3	76.3	75.6
Female	19.9	21.0	21.9	22.2	22.1	22.6	22.7	20.9	22.1	22.3	23.5

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

As shown in Table 4.1, the employment-to-population ratio of the population aged 15 years and above remained largely stable during the period 2007-08 to 2024-25, staying close to (50.0%). The overall ratio increased marginally from (49.9%) in 2007-08 to (50.0%) in 2024-25, with minor fluctuations over the intervening years, including a dip to (48.9%) in 2017-18 before improving in subsequent survey rounds.

The employment-to-population ratio for male remained consistently high but showed a gradual decline over time. It decreased from (79.1%) in 2007-08 to (75.6%) in 2024-25, indicating a steady contraction in the proportion of employed male relative to the working-age population.

In contrast, the employment-to-population ratio for female recorded a moderate but sustained increase over the period. The ratio increased from (19.9%) in 2007-08 to (23.5%) in 2024-25, despite some temporary declines, particularly in 2017-18. Nevertheless, the gender gap in employment relative to population size remained substantial.

### **4.3 Youth (15-24 Years) Employment to population Ratio**

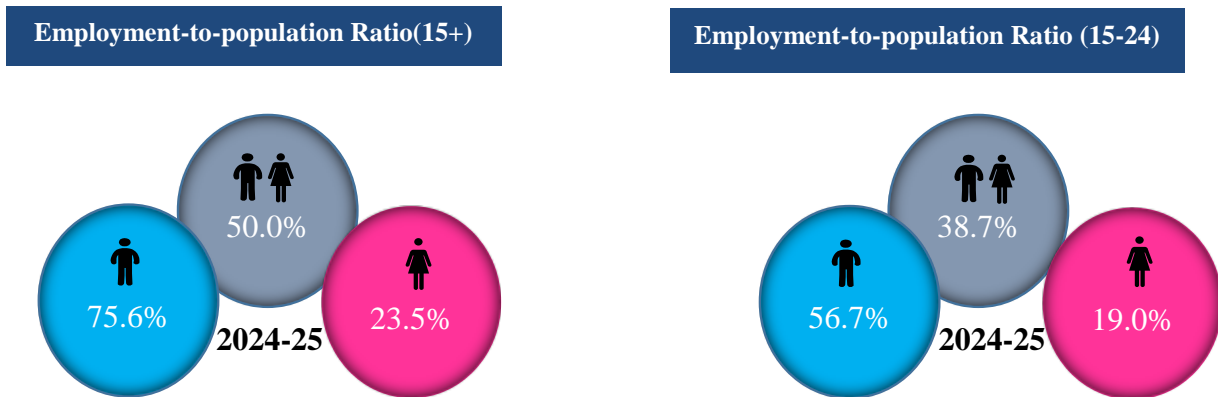
The employment-to-population ratio for youth aged 15-24 years in Pakistan showed an overall declining tendency over the period, decreasing from (40.3%) in 2007-08 to (38.7%) in 2024-25, with notable fluctuations, including a sharp decline to (36.9%) in 2017-18 before a partial recovery in subsequent years.

Male youth employment-to-population ratios remained substantially higher than those of female but declined over time, decreasing from (62.3%) in 2007-08 to (56.7%) in 2024-25. In contrast, female youth employment-to-population ratio remained low but relatively stable, increasing marginally from (17.1%) to (19.0%) over the same period, indicating persistent gender disparities in youth employment.

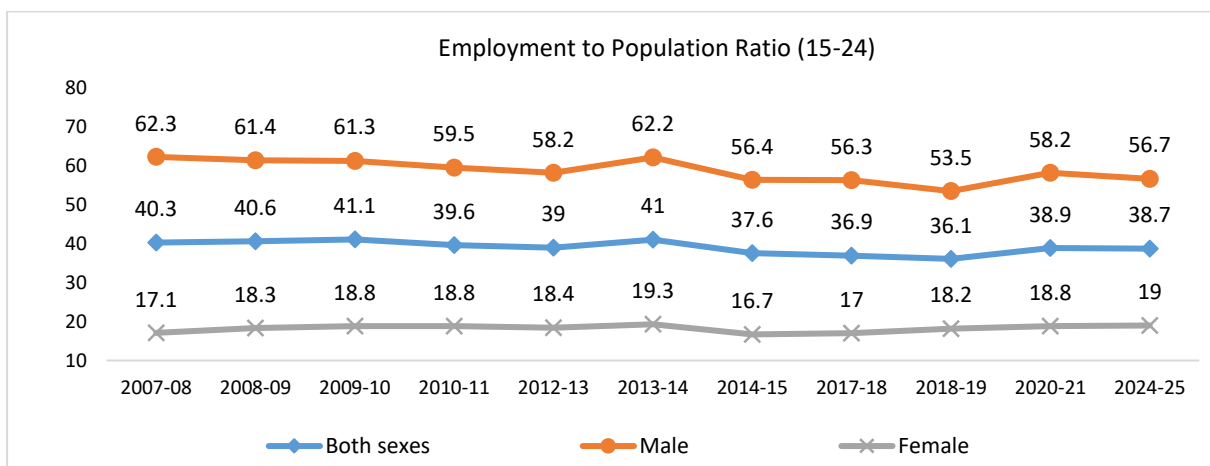
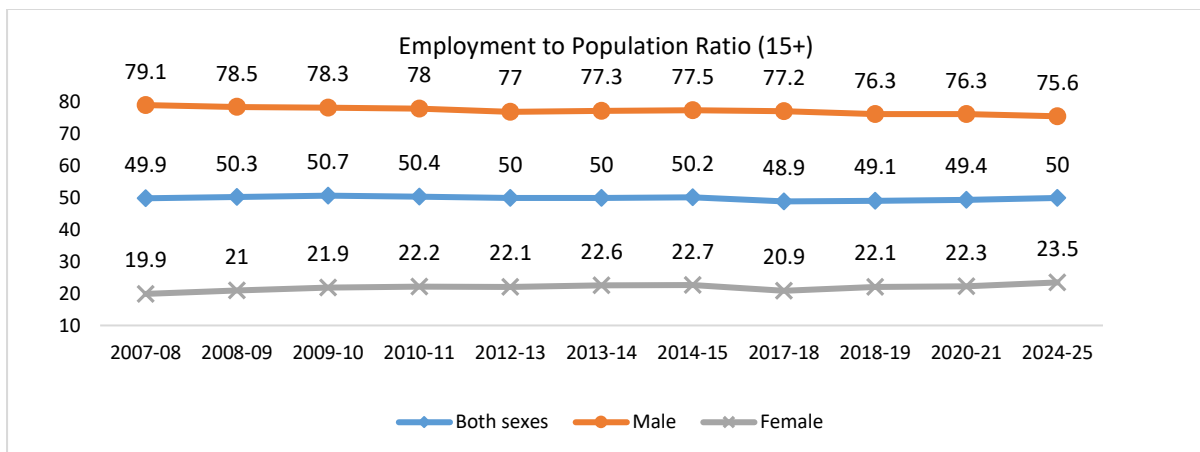
**Table 4.2: Youth (15-24 years) Employment-to-Population Ratio by Sex (%)**

Pakistan	2007-08	2008-09	2009-10	2010-11	2012-13	2013-14	2014-15	2017-18	2018-19	2020-21	2024-25
<b>15-24 years</b>											
Both sexes	40.3	40.6	41.1	39.6	39.0	41.0	37.6	36.9	36.1	38.9	38.7
Male	62.3	61.4	61.3	59.5	58.2	62.2	56.4	56.3	53.5	58.2	56.7
Female	17.1	18.3	18.8	18.8	18.4	19.3	16.7	17.0	18.2	18.8	19.0

**Figure 4.1: Employment to Population Ratio 2025 at National Level**



**Figure 4.2: Employment to Population Ratio by Age Group for Youth and Adults**



## 4.4 Employment-to-Population Ratio by Province & Sex

A provincial profile of the aforementioned categories is provided in the following table to enable the calculation of national estimates.

### 4.4.1 Employment to Population Ratio of Aged 15 Years & Above

Table 4.3 shows, Punjab recorded the highest employment-to-population ratio, increasing from (51.4%) in 2020-21 to (52.3%) in 2024-25, reflecting its relatively diversified economic base. Sindh showed a slight decline from (49.8%) to (49.2%), while Khyber Pakhtunkhwa (KPK) improved modestly from (43.0%) to (44.7%). Balochistan experienced a marginal decline from (46.8%) to (46.1%).

Male employment remained highest in Sindh, though it declined from (80.9%) to (79.0%), while Punjab also recorded a slight decrease. Khyber Pakhtunkhwa (KPK) showed a modest improvement from (71.1%) to (72.2%), whereas Balochistan declined from (76.0%) to (74.5%).

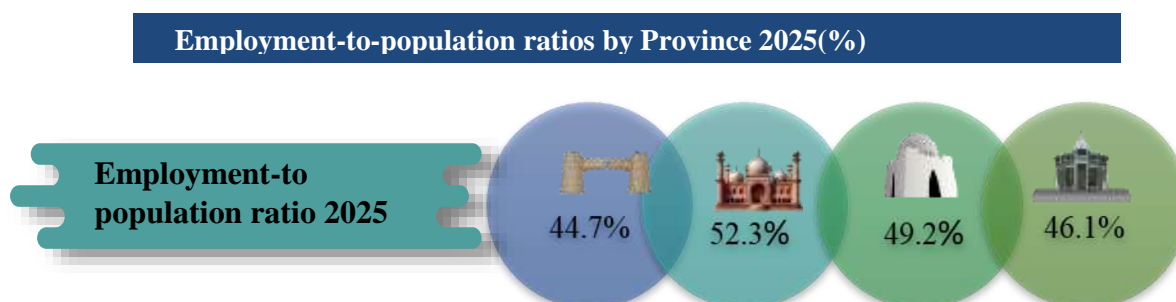
Female employment increased in Punjab from (27.3%) to (29.2%), maintaining its position as the province with the highest female employment ratio. KPK also recorded an improvement from (15.5%) to (16.4%), while Sindh remained almost stagnant. Balochistan continued to have the lowest female employment, declining slightly from (13.0%) to (12.7%), reflecting persistent structural barriers to female participation.

**Table 4.3: Employment-to-Population Ratio by Sex and Province (%)**

Provinces/Sexes	2020-21				2024-25			
	KPK	Punjab	Sindh	Balochistan	KPK	Punjab	Sindh	Balochistan
<b>15 years &amp; above</b>								
Both sexes	43.0	51.4	49.8	46.8	44.7	52.3	49.2	46.1
Male	71.1	75.9	80.9	76.0	72.2	75.2	79.0	74.5
Female	15.5	27.3	16.6	13.0	16.4	29.2	16.8	12.7

Source: PBS: Pakistan Labour Force Survey

**Figure 4.3: Employment to Population Ratio (15 Years & Above)**



#### 4.4.2 Employment to Population Ratio for Youth (15-24 Years)

Table 4.4 shows for youth, Punjab remained the strongest performer, with the overall ratio increasing from (40.7%) to (41.3%). Khyber Pakhtunkhwa (KPK) also improved marginally from (32.5%) to (32.8%), while Balochistan increased from (34.4%) to (35.5%). Sindh, however, recorded a notable decline from (40.4%) to (38.0%), indicating weakening youth employment conditions.

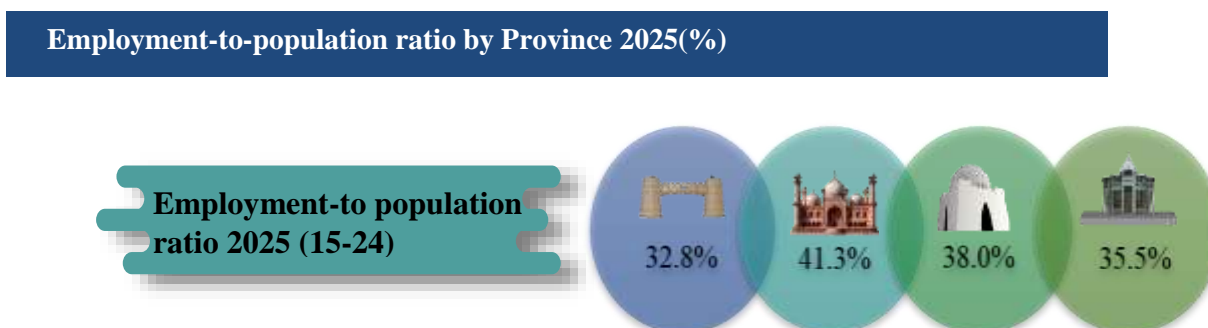
Male youth employment declined across all provinces, most sharply in Sindh, from (63.9%) to (58.8%), reflecting rising labour market pressures. Female youth employment improved in Punjab, increasing from (22.8%) to (24.5%), and in Balochistan, from (10.4%) to (11.3%), while KPK experienced a decline.

**Table 4.4: Employment-to-Population Ratio by Sex and Province (%)**

Provinces/Sexes	2020-21				2024-25			
	KPK	Punjab	Sindh	Balochistan	KPK	Punjab	Sindh	Balochistan
<b>15-24 years</b>								
Both sexes	32.5	40.7	40.4	34.4	32.8	41.3	38.0	35.5
Male	50.2	58.8	63.9	54.3	53.3	57.3	58.8	53.3
Female	13.6	22.8	14.4	10.4	9.9	24.5	14.3	11.3

Source: PBS: Pakistan Labour Force Survey

**Figure 4.4: Employment to Population Ratio (15-24 Years)**



#### 4.5 Trend of Employment-to-Population Ratio by Province

The Provincial trends for the population aged 15 years and above show persistent disparities in Table 4.5. Punjab consistently recorded the highest employment-to-population ratios over the period, reflecting its relatively diversified economic base and greater employment absorption capacity. Khyber Pakhtunkhwa remained at the lower end throughout the period, although a gradual improvement is observed after 2018-19, culminating in a notable increase by 2024-25. Sindh exhibited relative stability with minor fluctuations, while Balochistan showed higher volatility, with a noticeable decline after 2014-15 and a continued downward trend up to 2024-25, indicating structural challenges in sustaining employment.

For youth aged 15-24 years, employment-to-population ratios remained significantly lower than those for the overall population, highlighting weaker labour market integration of young people. At the national level, youth employment declined steadily after 2013-14, reaching a low point in 2018-19, before showing partial recovery in subsequent years. However, the ratio in 2024-25 remains below the levels observed during the late 2000s, pointing to persistent difficulties in youth employment absorption.

Provincial youth employment trends mirror broader structural constraints. Punjab consistently recorded relatively higher youth employment ratios, while Khyber Pakhtunkhwa remained the lowest throughout the period, despite modest improvement in recent years. Sindh and Balochistan experienced sharper fluctuations, with a marked decline after 2012-13 and only partial recovery thereafter. Overall, the data indicate that youth employment remains more sensitive to economic shocks and structural shifts than employment for the working-age population as a whole.

**Table 4.5: Overall and Youth (15-24 Years) Employment-to-Population Ratios by Province (%)**

Provinces	2007-08	2008-09	2009-10	2010-11	2012-13	2013-14	2014-15	2017-18	2018-19	2020-21	2024-25
<b>15 years &amp; above</b>											
Pakistan	49.9	50.3	50.7	50.4	49.9	50.0	50.2	50.5	49.1	49.4	50.0
KPK	43.1	43.3	42.1	42.2	40.6	40.5	40.8	40.6	41.3	43.0	44.7
Punjab	51.1	51.3	52.6	52.5	52.0	52.9	52.5	53.7	51.0	51.4	52.3
Sindh	50.9	51.6	50.7	50.0	50.3	50.9	49.2	49.0	49.3	49.8	49.2
Balochistan	49.4	50.4	50.7	49.4	49.7	46.8	52.1	48.7	48.5	46.8	46.1
<b>Youth (15-24 years)</b>											
Pakistan	40.3	40.6	41.1	39.6	39.0	41.0	37.6	36.9	36.1	38.9	38.7
KPK	32.8	33.3	32.4	29.9	28.3	28.2	27.7	29.6	30.6	32.5	32.8
Punjab	41.4	41.2	42.3	41.8	40.8	41.3	40.0	39.2	37.8	40.7	41.3
Sindh	42.0	43.2	42.6	40.1	40.2	37.7	37.6	36.5	36.5	40.4	38.0
Balochistan	40.4	42.9	43.1	39.9	43.4	34.2	39.1	36.1	33.4	34.4	35.5

## 4.6 Sectoral Distribution of Employment by Sex

Percentage distribution of employed persons by economic sector and sex for selected years from 2013-14 to 2024-25. The table 4.6 highlights the structural transformation of employment in Pakistan, showing a gradual shift away from agriculture toward construction and services. At the same time, it reveals pronounced gender segmentation across sectors, with female employment remaining highly concentrated in a limited number of activities.

### 4.6.1 Agriculture and Allied Sectors

Agriculture sector comprises of crops, livestock and Forestry. Fishing and Mining are other two sectors whose trend analysis has been done in the below paragraph.

**Table 4.6: Share of Employment in Agriculture/Fishing Sector (%)**

Sector	2013-14	2014-15	2017-18	2018-19	2020-21	2024-25
<b>Agriculture</b>						
Both sexes	42.0	40.8	37.3	38.1	36.9	32.2
Male	33.1	31.7	29.5	29.1	28.0	23.7
Female	72.8	71.5	66.1	69.1	67.6	60.9
<b>Fishing</b>						
Both sexes	0.2	0.2	0.1	0.2	0.2	0.3
Male	0.2	0.2	0.1	0.2	0.2	0.4
Female	-	-	-	-	0.0	0.1

Agriculture continues to be the largest source of employment, although its share declined steadily from 42.0 % in 2013-14 to 32.2 % in 2024-25. This decline reflects ongoing structural transformation and gradual movement of labour toward non-agricultural sectors. Despite the overall decline, agriculture remains the dominant employer of women, with over three-fifths of employed female engaged in the sector in 2024-25. Male employment in agriculture declined more sharply over time, indicating faster diversification of male employment into other sectors.

Fishing account for a very small share of total employment throughout the period. Employment in these sectors remained largely male-dominated, with negligible female participation, reflecting both the nature of work and limited access of female to these activities.

#### 4.6.2 Industrial Sector

Industry Sector is the combination of five sub-sectors. These sectors includes manufacturing, mining & quarrying, Electricity & Gas Distribution, Water Supply and Construction.

**Table 4.7: Share of Employment in Industry Sector (%)**

Sector	2013-14	2014-15	2017-18	2018-19	2020-21	2024-25
<b>Manufacturing</b>						
Both sexes	14.4	15.5	16.2	15.1	14.9	14.9
Male	14.9	15.9	16.2	15.5	15.1	14.9
Female	12.7	14.4	16.4	13.6	14.1	14.8
<b>Electricity, Gas and Water Supply</b>						
Both sexes	0.3	0.8	0.7	0.8	0.6	0.7
Male	0.7	1.0	0.9	1.0	0.8	0.9
Female	0.2	0.0	0.1	0.1	0.1	0.0
<b>Construction</b>						
Both sexes	7.5	7.5	7.8	8.2	9.6	10.0
Male	9.7	9.6	9.8	10.5	12.2	13.0
Female	0.3	0.2	0.2	0.3	0.4	0.1
<b>Mining &amp; Quarrying</b>						
Both sexes	0.2	0.2	0.2	0.3	0.3	0.3
Male	0.3	0.2	0.3	0.4	0.4	0.4
Female	-	-	-	-	0.0	0.0

Manufacturing maintained a relatively stable share of employment over the period, accounting for around 15 % of total employment in 2024-25. Male employment in manufacturing remained consistently higher; however, female participation increased gradually, indicating improved absorption of women in selected manufacturing activities. Construction emerged as one of the fastest-growing employment sectors, increasing from 7.5 % in 2013-14 to 10.0 % in 2024-25. This growth was driven almost entirely by male employment, while female participation in construction remained minimal.

Employment in electricity, gas and water supply remained marginal, with limited female participation, reflecting skill requirements and sectoral entry barriers.

Mining account for a very small share of total employment throughout the period. Employment in these sectors remained largely male-dominated, with negligible female participation, reflecting both the nature of work and limited access of women to these activities.

#### 4.6.3 Whole Sale & Retail Trade, Transport and Hotel & Restaurants

Wholesale and retail trade consistently absorbed a significant share of employment, increasing to 16.0% by 2024-25. This sector remained heavily male-dominated, although a modest increase in female participation is observed in recent years. Transport and communication also showed a gradual increase in employment share over time, again largely driven by male employment, with female participation remaining low but improving slightly by 2024-25.

Hotels and restaurants expanded modestly over the period, reflecting growth in services-related activities. Although male employment dominated the sector, female participation showed a gradual upward trend, indicating emerging opportunities in hospitality-related services.

**Table 4.8: Share of Employed Person in Trade, Transport and Hotel & Restaurants**

Sector	2013-14	2014-15	2017-18	2018-19	2020-21	2024-25
<b>Wholesale and Retail Trade</b>						
Both sexes	14.9	14.9	15.1	14.6	14.4	16.0
Male	18.8	18.9	18.8	18.5	18.3	20.2
Female	1.7	1.4	1.6	1.2	1.2	2.3
<b>Hotels and Restaurants</b>						
Both sexes	1.6	1.6	2.0	2.1	1.9	2.3
Male	1.9	2.0	2.4	2.7	2.4	2.8
Female	0.2	-	0.2	0.1	0.1	0.4
<b>Transport and Communication</b>						
Both sexes	5.2	5.6	6.4	6.4	6.3	6.7
Male	6.7	7.2	8.1	8.2	8.1	8.5
Female	0.1	0.1	0.2	0.1	0.2	0.6

#### 4.6.4 Social and Public Services

Public administration accounted for a small but stable share of employment, with male employment remaining dominant. However, female participation increased gradually, particularly in recent years. Education and health sectors emerged as key areas of female employment. Female employment in education increased significantly over the period, reaching nearly 10% in 2024-25, while female employment in health and social work also showed a marked rise. These sectors remain critical entry points for educated female workers in the labour market.

**Table 4.9: Share of Employment in Education, Health and Public Administration**

Sector	2013-14	2014-15	2017-18	2018-19	2020-21	2024-25
<b>Finance</b>						
Both sexes	0.5	0.6	0.5	0.6	0.5	0.6
Male	0.6	0.8	0.7	0.8	0.6	0.7
Female	0.1	0.1	0.1	0.1	0.3	0.5
<b>Real estate and business activities</b>						
Both sexes	0.3	0.4	0.5	0.6	1.9	2.0
Male	0.4	0.5	0.6	0.7	2.3	2.5
Female	0.1	-	-	-	0.3	0.3
<b>Public administration</b>						
Both sexes	2.4	2.5	3.7	2.7	3.0	3.1
Male	3.1	3.2	4.6	3.3	3.6	3.6
Female	0.3	0.2	0.4	0.4	0.8	1.4
<b>Education</b>						
Both sexes	3.7	4.0	4.2	4.0	3.8	4.4
Male	3.1	3.2	3.3	3.0	2.6	2.9
Female	3.0	6.6	7.6	7.3	8.1	9.6
<b>Health and social work</b>						
Both sexes	1.5	1.3	1.6	1.5	1.4	1.9
Male	1.4	1.3	1.4	1.4	1.3	1.6
Female	1.7	1.4	2.3	2.0	1.7	3.2

#### 4.6.5 Other Services and Household Activities

Employment in other community, social and personal services declined over time, indicating a contraction or reclassification of activities within this sector. In contrast, employment in activities of households as employers increased gradually, particularly among females. Female employment in this category remained substantially higher than male employment, reflecting the continued importance of domestic and care-related work for women.

**Table 4.10: Share of Employment in Community, Social & Personal Services Activities**

Sector	2013-14	2014-15	2017-18	2018-19	2020-21	2024-25
<b>Other community, social and personal services activities</b>						
Both sexes	5.2	4.1	2.3	3.4	2.6	2.8
Male	4.0	4.2	2.6	4.1	3.2	3.2
Female	1.0	2.1	1.3	1.0	0.8	1.4
<b>Activities household as employers</b>						
Both sexes	1.1	1.0	1.3	1.5	1.5	1.6
Male	0.6	0.5	0.7	0.6	0.7	0.8
Female	3.0	2.7	3.6	4.7	4.3	4.5

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

Note: Share has been calculated from respective sector

## 4.7 Distribution of Employment by Hours of Work and Sex

Table 4.11 presents the percentage distribution of employed persons by weekly hours of work and sex from 2007-08 to 2024-25. The table provides insight into working-time patterns, underemployment, and long working hours in the labour market. The distribution highlights significant differences between males and females, with women more concentrated in shorter working hours (less than 35 hours) and male predominantly engaged in long-hour employment (more than 35 hours).

### 4.7.1 Short Working Hours (Less than 35 Hours)

Employment in short working hours, particularly less than 20 hours and 20-29 hours per week, accounts for a relatively small share of total employment but remains disproportionately high among females. Female employment in less than 20 hours of work was consistently much higher than that of males throughout the period, peaking during periods of economic stress and declining to 5.7 % by 2024-25. Similarly, female employment in the 20-29 hours category remained persistently high, exceeding one-fifth of total female employment in 2024-25. These patterns reflect the prevalence of part-time, informal, and home-based work among women, often linked to domestic responsibilities and limited access to full-time employment.

**Table 4.11: Percentage Distribution of Employed by Hours of work (Short Working Hours)**

Hours worked	2007-08	2008-09	2009-10	2010-11	2012-13	2013-14	2014-15	2017-18	2018-19	2020-21	2024-25
<b>Less than 20 hours</b>											
Both sexes	2.9	3.2	3.1	3.4	4.6	2.5	3.2	3.6	5.0	3.6	2.7
Male	1.1	1.1	1.1	1.3	1.5	0.8	1.3	1.5	1.2	1.2	1.8
Female	10.2	11.4	10.4	10.8	15.6	8.0	9.8	11.1	18.1	12.1	5.7
<b>20-29 hours</b>											
Both sexes	6.6	7.0	6.3	6.5	6.4	5.5	5.7	5.7	6.8	6.8	6.9
Male	2.7	3.2	2.6	2.6	2.7	2.1	1.9	2.0	2.1	2.5	2.6
Female	22.7	21.8	20.1	20.3	19.7	17.5	18.5	19.3	22.8	21.7	21.1
<b>30-34 hours</b>											
Both sexes	3.2	3.7	3.3	3.8	3.4	3.5	3.7	3.6	3.4	3.6	2.5
Male	2.3	2.7	2.3	2.6	2.2	2.1	2.2	2.2	2.1	2.3	1.5
Female	7.1	7.8	7.2	8.2	7.6	8.2	8.8	8.7	7.9	8.4	5.7

#### 4.7.2 Standard Working Hours (35-44 Hours)

The share of employment in standard working hours of 35-39 and 40-44 hours remained relatively stable over the period. Combined, these categories accounted for around one-quarter of total employment. Female workers were more concentrated in the 35-39 hours category, while male employment was more evenly distributed across standard and longer working hours. The stability in these categories suggests limited expansion of regular, full-time employment arrangements.

**Table 4.12: Percentage Distribution of Employed by Hours of work (Standard Working Hours)**

Hours worked	2007-08	2008-09	2009-10	2010-11	2012-13	2013-14	2014-15	2017-18	2018-19	2020-21	2024-25
<b>35-39 hours</b>											
Both sexes	13.2	13.4	13.8	13.9	12.4	13.3	13.5	13.5	12.6	11.2	12.1
Male	9.5	9.2	9.3	9.2	8.4	7.7	8.3	8.8	8.3	6.8	7.2
Female	28.4	29.7	30.5	30.7	26.9	32.2	31.5	30.7	27.3	26.3	28.5
<b>40-44 hours</b>											
Both sexes	14.3	14.3	13.7	13.5	14.8	13.7	13.5	13.6	13.1	13.0	13.7
Male	13.7	13.9	13.1	13.3	14.9	12.9	13.0	13.4	13.5	12.5	13.0
Female	16.4	15.8	15.7	14.4	14.6	16.3	15.3	14.3	11.4	14.7	16.2

#### 4.7.3 Long Working Hours (45 Hours and Above)

A substantial proportion of employed persons worked long hours, particularly 45-49 hours, 50-59 hours, and 60 hours and above. Employment in these categories remained dominant throughout the period, especially among males. In 2024-25, nearly two-thirds of male workers were engaged in 45 hours or more per week, indicating the prevalence of extended working hours and potential

concerns related to decent work conditions. While female participation in long-hour categories remained much lower, a noticeable increase in female employment in the 45-49 hours group by 2024-25 suggests gradual shifts in female work intensity.

**Table 4.13: Percentage Distribution of Employed by Hours of work (Long Working Hours)**

Hours worked	2007-08	2008-09	2009-10	2010-11	2012-13	2013-14	2014-15	2017-18	2018-19	2020-21	2024-25
<b>45-49 hours</b>											
Both sexes	20.2	20.1	20.1	20.1	21.6	21.7	21.3	22.3	21.3	22.0	22.3
Male	23.3	23.3	23.3	23.8	25.5	25.4	25.1	26.0	25.6	25.6	24.8
Female	7.4	7.4	8.1	7.1	7.6	8.8	8.2	8.5	6.5	9.4	13.9
<b>50-59 hours</b>											
Both sexes	18.0	16.9	17.9	17.4	16.8	18.0	17.6	16.9	17.7	20.7	20.4
Male	21.1	20.3	21.5	20.8	20.1	21.6	21.3	20.3	21.8	25.2	24.6
Female	5.2	3.7	4.6	5.3	4.7	5.8	4.6	4.4	3.3	5.2	6.3
<b>60 hours and more</b>											
Both sexes	21.5	21.3	21.8	21.3	19.5	21.4	21.5	20.8	20.3	19.0	19.4
Male	26.2	26.2	26.8	26.4	24.3	26.8	26.8	25.7	25.4	23.8	24.4
Female	2.5	2.3	3.2	3.2	2.7	2.9	3.4	3.0	2.6	2.1	2.7

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

## 4.8 Distribution of Employment by Major Occupational Groups

Table 4.14 presents the percentage distribution of employed persons possessing technical or vocational training across major occupational groups from 2007-08 to 2024-25. The table provides important insights into how technical and vocational skills are absorbed across occupations and how this distribution has evolved over time. The trends highlight both structural shifts in the labour market and changing patterns in the utilization of technical and vocational skills.

### 4.8.1 Skilled Trades and Industrial Occupations

Craft and trade workers constituted the largest occupational group for technically and vocationally trained workers throughout most of the period. However, their share declined sharply from 55.8 % in 2007-08 to 39.2 % in 2024-25, indicating a significant structural shift away from traditional skilled trades. The share of plant and machine operators increased steadily up to 2013-14, declined slightly in 2014-15, and then increased sharply to 28.3 % in 2024-25. These trends suggest changing demand patterns and possible reclassification of occupations in recent survey rounds.

### 4.8.2 Agriculture and Service Occupations

The share of technically trained workers engaged in agriculture and fishery occupations increased substantially over time, rising from 7.2 % in 2007-08 to a peak of 15.4 % in 2020-21, before moderating to 9.4 % in 2024-25. This indicates increasing utilization of technical and vocational

skills in agricultural and allied activities, possibly linked to mechanization, farm-based enterprises, and skills diversification. Service workers also showed a consistent and strong upward trend, particularly after 2012-13, reaching 8.7 % in 2024-25, reflecting expanding demand for vocational skills in service-oriented activities.

#### 4.8.3 Professional, Technical and Clerical Occupations

Employment of technically trained persons in professional and technician occupations increased gradually over the period. The share of professionals rose steadily, particularly after 2018-19, reaching 3.2 % in 2024-25, indicating improved alignment between vocational training and higher-skill occupations. Technicians, although initially accounting for a sizeable share, experienced a gradual decline before showing modest recovery in recent years. Clerical occupations remained a small but stable source of employment for vocationally trained workers throughout the period.

#### 4.8.4 Managerial and Elementary Occupations

The share of technically trained workers in legislative and managerial occupations declined markedly after 2010-11 and remained low thereafter, reflecting limited upward occupational mobility into managerial roles. Elementary occupations showed fluctuating but relatively elevated shares in recent years, remaining around 4.8 % in 2017-18 and standing at 4.2 % in 2024-25.

**Table 4.14: Percentage Distribution of Employed Persons with Technical/Vocational Training by Major Occupational Groups**

Occupation	2007-08	2008-09	2009-10	2010-11	2012-13	2013-14	2014-15	2017-18	2018-19	2020-21	2024-25
Legislators/Managers	6.3	6.8	5.3	4.7	1.5	1.5	2.0	1.9	1.8	2.2	1.5
Professionals	1.4	1.3	1.1	1.5	2.5	3.2	3.0	3.5	2.8	3.5	3.2
Technicians	7.9	6.9	6.4	5.9	5.6	3.9	3.5	4.6	3.7	4.4	3.9
Clerk	1.7	1.2	0.8	0.8	0.8	0.9	1.0	1.1	0.9	1.2	1.6
Service workers	3.3	3.0	3.7	3.6	6.7	8.1	7.0	8.7	8.8	8.4	8.7
Agriculture and fishery workers	7.2	11.1	8.4	8.6	8.2	13.5	16.6	13.2	16.9	15.4	9.4
Craft and trade workers	55.8	50.3	52.1	51.4	50.7	44.0	42.1	42.0	40.3	40.0	39.2
Plant and machine operators	13.6	15.5	16.8	16.6	20.8	21.2	19.8	20.2	20.9	20.0	28.3
Elementary Occupations	2.8	3.9	5.3	6.9	3.2	3.7	4.7	4.8	4.0	4.8	4.2
<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>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

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

## 4.9 Employed Persons with No Formal Education by Sector (2021-2025)

The graph shows a broad decline in the share of employment with no formal education across most sectors between 2021 and 2025, indicating a gradual improvement in educational attainment of the workforce. At the aggregate level, employment without formal education decreased from 40.8 % to 32.3 %, reflecting a positive structural shift in the labour market.

Traditionally low-skilled sectors such as agriculture and activities of private households continue to employ the largest proportions of workers with no formal education; however, notable reductions are observed (agriculture: 63.4% to 52.2%, private households: 68.8% to 44.0%). Mining, construction, manufacturing, trade, hotels and restaurants, and transport also show meaningful declines, suggesting rising skill requirements and better access to basic education.

In contrast, a few sectors recorded increases in the share of workers with no formal education, including fishing, finance, public administration, education, health and social work, and other community services. Although the levels in most of these sectors remain relatively low, the upward movement may reflect informal hiring practices, support roles, or data reclassification effects. Overall, the trend highlights a gradual transition towards a more educated workforce, while underscoring the continued concentration of workers with no formal education in primary and household-based activities.

**Table 4.15: Employed Persons with No Formal Education**

Sector	Employment with no formal education	
	2021	2025
<b>All sectors</b>	40.8	32.3
Agriculture	63.4	52.2
Fishing	58.8	59.0
Mining	49.4	32.4
Manufacturing	30.6	25.2
Electricity, gas and water	15.8	16.1
Construction	43.0	35.2
Wholesale and retail trade	22.2	19.0
Hotels and restaurants	33.0	26.7
Transport and communication	32.0	25.8
Finance	0.7	9.0
Real estate and business activities	10.4	6.9
Public administration	4.7	6.9
Education	3.5	9.8
Health and social work	6.9	13.4
Other community, social and personal services activities	19.1	20.7
Activities of private households	68.8	44.0

## 4.10 Vulnerable Employment

Vulnerable employment refers to the proportion of own-account workers and contributing family workers in total employment. Workers in these categories generally lack formal work arrangements, employment security, social protection and stable income. A high share of vulnerable employment therefore indicates the prevalence of informality, low productivity and economic insecurity in the labour market. This chapter analyses trends in vulnerable employment in Pakistan by sex and economic sector, and further examines provincial patterns for 2020-21 and 2024-25.

### 4.10.1 Overall Trends in Vulnerable Employment

At the national level, vulnerable employment showed a gradual decline, falling from 59.2 % in 2013-14 to 54.1 % in 2024-25 (Table 4.16). This indicates a slow but positive shift toward more stable and formal forms of employment. The improvement was more pronounced for men, whose vulnerable employment declined from 55.1 % to 48.1 %, reflecting increased access to wage and salaried jobs.

However, women remain overwhelmingly concentrated in vulnerable forms of work. Female vulnerable employment remained very high, at 74.1 % in 2024-25, virtually unchanged over the period. This highlights the persistent structural disadvantages faced by women, including concentration in unpaid family work, home-based activities and informal enterprises.

**Table 4.16: Share of Vulnerable Employment (%)**

Sectors	2013-14	2014-15	2017-18	2018-19	2020-21	2024-25
<b>All sectors</b>						
Both sexes	59.2	59.7	55.6	58.2	56.3	54.1
Male	55.1	54.7	51.5	52.6	51.0	48.1
Female	73.0	74.6	70.9	77.6	74.5	74.1

### 4.10.2 Sectoral Patterns of Vulnerable Employment

#### Agriculture

Agriculture continues to exhibit the highest incidence of vulnerable employment, though some improvement is observed. The share declined from 87.3% to 85.3 % between 2013-14 and 2024-25. Male vulnerability fell sharply from 88.1 % to 81.3 %, indicating a gradual shift toward better employment arrangements. In contrast, female vulnerability remained very high at 90.5 %, reflecting deep-rooted informality, unpaid family work and limited access to productive assets.

## **Fishing**

Fishing shows high volatility and growing vulnerability, rising from 27.2% to 40.9% by 2024-25. Although overall vulnerability remains lower than agriculture and trade, the sharp increase suggests increasing informality and employment instability. Female vulnerability is particularly erratic and high, reflecting seasonal, unpaid and irregular participation.

## **Mining**

Mining remains one of the least vulnerable sectors, with vulnerable employment staying below 10% in most years. In 2024-25, it stood at 7.5%, indicating relatively formalized employment arrangements. However, the near absence of women in the sector suggests that low vulnerability is driven by limited female participation, rather than gender-inclusive job quality.

## **Manufacturing**

Manufacturing demonstrates moderate vulnerability, but with stark gender differences. Overall vulnerability rose to 44.2% in 2024-25. Male vulnerability remained contained at 31.7%, reflecting relatively better formal employment for men. In contrast, female vulnerability rose dramatically to 86.2%, showing that women in manufacturing are increasingly concentrated in home-based, subcontracted and informal jobs.

## **Electricity, Gas and Water**

This sector remains highly formalized, with vulnerable employment at 4.5% in 2024-25. Both male and female vulnerability are minimal, though female participation is limited, indicating that access barriers persist despite high job quality.

## **Construction**

Construction consistently shows low vulnerability, at 5.9 % in 2024-25, reflecting the dominance of wage employment. Male vulnerability remains minimal. Female vulnerability, however, is volatile, highlighting the irregular and casual nature of women's work in this sector.

## **Wholesale and Retail Trade**

Trade remains one of the most vulnerable sectors, with vulnerable employment rising from 74.2 % to 75.5 %. Female vulnerability is very high 91.9 %, indicating overwhelming dependence on informal self-employment and unpaid family work. Despite its role as a major employment generator, the sector offers limited job security.

## Hotels and Restaurants

Vulnerability declined from 51.2% to 45.0%, reflecting some improvement in job stability. However, female vulnerability remains extremely high at 84.1%, suggesting that women are mainly engaged in casual, low-paid and insecure activities.

## Transport and Communication

Vulnerable employment declined from 49.6% to 43.9 %, reflecting increasing formalization. Male vulnerability also declined. However, female vulnerability rose sharply to 53.6 %, indicating increasing employment instability for women in this sector.

## Finance

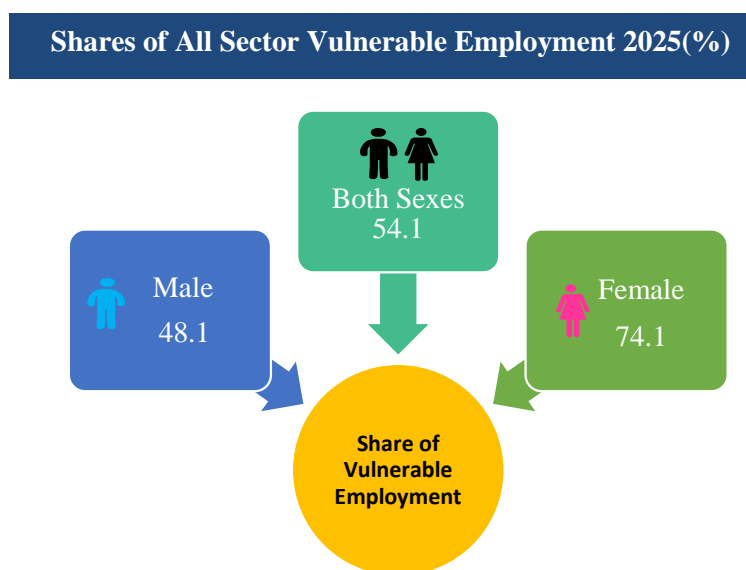
Finance continues to be the most formal sector, with vulnerable employment declining to just 0.4% in 2024-25. However, women's participation remains very limited, pointing to access constraints despite high job quality.

## Real Estate and Business Activities

Vulnerability declined substantially from 72.0 % to 42.5 %, indicating strong improvement in employment quality. Male vulnerability also declined. Female vulnerability remains moderate at 23.5%, but participation is still limited, indicating uneven access to improved jobs.

Vulnerable employment is defined as the share of own-account workers and contributing family workers in total employment. The paragraphs following Table 4.8 examine the sectoral distribution of these workers, ranked in descending order of prevalence.

**Figure 4.5: Share of Vulnerable employment 2025 for National Level**



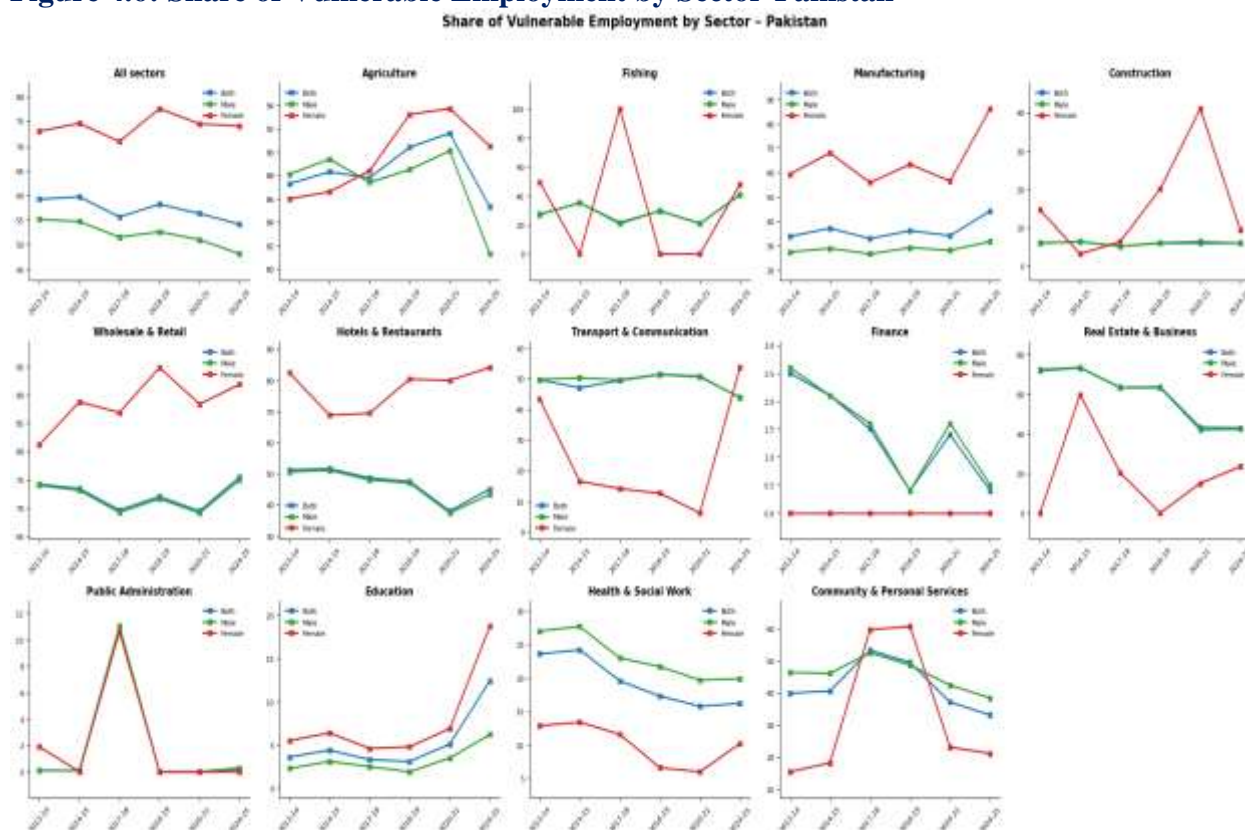
**Table 4.17: Share of Vulnerable Employment by Sector-Pakistan (%)**

Sectors	2013-14	2014-15	2017-18	2018-19	2020-21	2024-25
<b>Agriculture</b>						
Both sexes	87.3	88.3	87.8	90.4	91.6	85.3
Male	88.1	89.4	87.4	88.5	90.1	81.3
Female	86.0	86.6	88.4	93.2	93.7	90.5
<b>Fishing</b>						
Both sexes	27.2	35.2	21.6	29.6	20.8	40.9
Male	27.1	35.2	20.8	29.7	21.0	40.6
Female	49.5	-	100.0	-	0.0	47.8
<b>Mining</b>						
Both sexes	12.1	16.1	2.7	5.4	6.8	7.5
Male	11.8	16.2	2.7	5.4	6.8	7.5
Female	-	-	-	-	0.0	0.0
<b>Manufacturing</b>						
Both sexes	33.8	37.1	32.9	36.1	34.1	44.2
Male	27.4	28.9	26.6	29.2	28.1	31.7
Female	59.3	68.0	55.9	63.3	56.5	86.2
<b>Electricity, gas and water</b>						
Both sexes	1.1	-	2.0	0.8	9.5	4.5
Male	1.1	-	2.0	0.7	9.7	4.5
Female	-	-	-	2.3	3.7	0.0
<b>Construction</b>						
Both sexes	6.0	6.3	5.1	6.0	6.3	5.9
Male	5.9	6.3	5.1	5.9	5.9	5.9
Female	14.6	3.1	6.3	20.1	41.1	9.3
<b>Wholesale and retail trade</b>						
Both sexes	74.2	73.4	69.6	72.0	69.4	75.5
Male	74.0	73.1	69.2	71.6	69.1	74.9
Female	81.2	88.8	86.9	94.9	88.4	91.9
<b>Hotels and restaurants</b>						
Both sexes	51.2	51.6	48.6	47.5	38.0	45.0
Male	50.6	51.1	48.0	47.0	37.4	43.3
Female	82.4	68.8	69.4	80.4	80.0	84.1
<b>Transport and communication</b>						
Both sexes	49.6	47.0	49.4	51.3	50.5	43.9
Male	49.7	50.2	49.6	51.4	50.8	43.7
Female	43.2	16.5	14.1	12.6	6.2	53.6
<b>Finance</b>						
Both sexes	2.5	2.1	1.5	0.4	1.4	0.4
Male	2.6	2.1	1.6	0.4	1.6	0.5
Female	-	-	-	-	0.0	0.0

**Table 4.17: Share of Vulnerable Employment by Sector-Pakistan (%)**

Sectors	2013-14	2014-15	2017-18	2018-19	2020-21	2024-25
<b>Real estate and business activities</b>						
Both sexes	72.0	73.4	63.4	63.4	42.1	42.5
Male	72.6	73.6	63.6	63.8	43.3	43.1
Female	-	59.9	20.3	-	15.0	23.5
<b>Public administration</b>						
Both sexes	0.1	0.1	11.0	-	-	0.2
Male	0.1	0.1	11.0	-	-	0.3
Female	1.9	-	10.6	-	-	0.0
<b>Education</b>						
Both sexes	3.6	4.4	3.3	3.1	5.1	12.4
Male	2.3	3.1	2.5	1.9	3.5	6.2
Female	5.5	6.4	4.6	4.8	6.9	18.7
<b>Health and social work</b>						
Both sexes	23.6	24.2	19.6	17.3	15.8	16.2
Male	27.0	27.7	23.0	21.7	19.7	19.9
Female	12.9	13.4	11.6	6.6	6.0	10.2
<b>Other community, social and personal services activities</b>						
Both sexes	39.8	40.5	53.2	49.4	37.0	33.0
Male	46.3	46.0	52.4	48.6	42.3	38.3
Female	15.3	18.1	59.6	60.6	23.0	21.0

**Figure 4.6: Share of Vulnerable Employment by Sector-Pakistan**

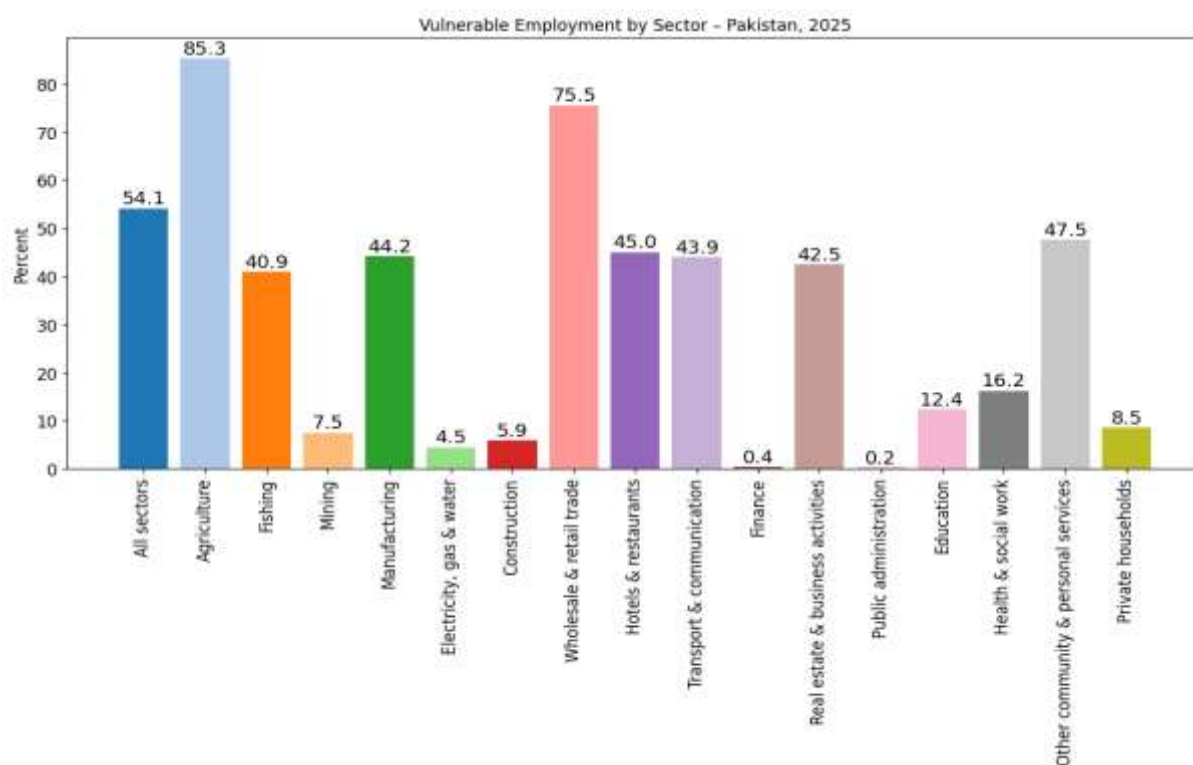


**Table 4.18: Vulnerable Employment by Major Sector**

Sector	Vulnerable employment	
	2021	2025
All sectors	58.2	54.1
Agriculture	90.4	85.3
Fishing	29.6	40.9
Mining	5.4	7.5
Manufacturing	36.1	44.2
Electricity, gas and water	0.8	4.5
Construction	6.0	5.9
Wholesale and retail trade	72.0	75.5
Hotels and restaurants	47.5	45.0
Transport and communication	51.3	43.9
Finance	0.4	0.4
Real estate and business activities	63.4	42.5
Public administration	-	0.2
Education	3.1	12.4
Health and social work	17.3	16.2
Other community, social and personal services activities	49.4	47.5
Activities of private households	34.5	8.5

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

**Figure 4.7: Share of Vulnerable Employment by Sector-Pakistan 2025**



### 4.10.3 Trends in Vulnerable Employment by Age Group and Sex (2005-06 to 2024-25)

Vulnerable employment as a share of total employment has declined gradually over time, indicating a slow improvement in employment quality. For the population aged 15 years and above, the proportion of workers in vulnerable employment decreased from 61.9 % in 2005-06 to 54.1 % in 2024-25. The decline was more pronounced among males, whose vulnerable employment fell from 58.2 % to 48.1 %, reflecting increased access to more secure forms of employment. In contrast, female vulnerable employment remained persistently high, declining marginally from 77.1% to 74.1%, underscoring the continued concentration of women in own-account and contributing family work.

Age-wise analysis shows that vulnerable employment remains high among both youth (15-24 years) and adults (25 years and above), though gradual improvements are evident. Among youth, the share declined from 60.3 % to 53.6 %, while among adults it decreased from 62.6 % to 54.3 %. However, female workers in both age groups continue to experience significantly higher vulnerability than their male counterparts, indicating structural gender constraints in labour market outcomes.

**Table 4.19: Vulnerable Employment by Age Group and Sex (%)**

	2005-06	2007-08	2007-08	2008-09	2009-10	2013-14	2014-15	2017-18	2018-19	2020-21	2024-25
<b>Percentage</b>											
<b>15 years &amp; above</b>											
Both sexes	61.9	61.9	62.2	61.6	59.0	59.0	59.2	55.6	58.2	56.3	54.1
Male	58.2	58.0	57.7	57.0	54.6	55.0	54.7	51.5	52.6	51.0	48.1
Female	77.1	77.3	79.0	78.3	75.0	72.8	74.6	70.9	77.6	74.5	74.1
<b>15-24 years</b>											
Both sexes	60.3	60.9	61.4	61.0	57.1	57.4	58.0	52.9	56.7	54.4	53.6
Male	57.4	57.7	56.8	56.1	52.8	53.0	52.8	48.5	50.1	48.0	47.8
Female	71.5	72.5	77.6	77.1	71.5	70.8	73.9	67.6	76.8	75.1	72.4
<b>25 years &amp; above</b>											
Both sexes	62.6	62.2	62.5	61.9	59.7	59.6	59.6	56.5	58.7	56.9	54.3
Male	58.5	58.1	58.0	57.3	55.2	55.7	55.3	52.4	53.3	52.0	48.2
Female	79.5	79.4	79.6	78.8	76.4	73.6	74.9	72.1	77.9	74.3	74.6

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

### 4.10.4 Magnitude of Vulnerable Employment by Age Group and Sex (Million)

Despite a declining share, the absolute number of vulnerable workers increased substantially, reflecting population growth and labour force expansion. Among persons aged 15 years and above, the number of workers in vulnerable employment rose from 28.7 million in 2005-06 to

40.8 million in 2024-25. Male vulnerable employment increased from 21.7 million to 27.9 million, while female vulnerable employment nearly doubled from 7.0 million to 12.9 million, highlighting the growing numerical significance of vulnerable work among women.

Youth vulnerable employment increased from 7.9 million to 9.6 million, while adult vulnerable employment rose more sharply from 20.7 million to 31.2 million over the same period. These trends indicate that, although the proportion of vulnerable employment is declining, the overall burden in absolute terms remains high, emphasizing the need for sustained efforts to promote productive, secure and decent employment, particularly for women and young workers.

**Table 4.20: Vulnerable Employment by Age Group and Sex (Million)**

	2005-06	2007-08	2007-08	2008-09	2009-10	2013-14	2014-15	2017-18	2018-19	2020-21	2024-25
<b>Million</b>											
<b>15 years &amp; above</b>											
Both sexes	28.7	29.9	30.7	31.6	31.7	31.2	32.7	33.3	36.3	34.8	40.8
Male	21.7	22.2	22.5	22.8	22.9	22.5	23.4	24.2	25.4	24.4	27.9
Female	7.0	7.7	8.2	8.8	8.8	8.7	9.3	9.1	10.9	10.3	12.9
<b>15-24 years</b>											
Both sexes	7.9	8.4	8.5	8.6	8.3	8.0	8.2	7.8	8.5	9.5	9.6
Male	6.0	6.2	6.2	6.1	5.9	5.6	5.6	5.5	5.6	6.4	6.6
Female	1.9	2.2	2.3	2.5	2.4	2.4	2.6	2.3	2.8	3.1	3.0
<b>25 years &amp; above</b>											
Both sexes	20.7	21.5	22.1	23.0	23.4	23.2	24.5	25.5	27.8	26.5	31.2
Male	15.6	16.0	16.2	16.8	17.0	16.9	17.8	18.7	19.8	18.9	21.4
Female	5.1	5.5	5.9	6.2	6.4	6.3	6.7	6.8	8.1	7.6	9.8

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

#### 4.10.5 Provincial Profile of Vulnerable Employment

##### All Sectors

Table 4.21 shows in 2024-25, Sindh recorded the lowest overall vulnerable employment (48.2 %), followed by KPK (53.3%), Balochistan (53.7%) and Punjab (56.6%). While all provinces showed improvement since 2020-21, Punjab and Balochistan continue to exhibit higher vulnerability. For women, vulnerable employment remained extremely high across all provinces, exceeding (76.6%) everywhere and reaching (78.6%) in Balochistan, reflecting persistent gender inequality in job quality.

## Agriculture

Agricultural vulnerability remains extremely high across all provinces. Table 4.21 shows in 2024-25, it is (87%) in Punjab and (91.2%) in KPK and Balochistan, while Sindh recorded relatively lower but still high vulnerability at (75.7%). Female vulnerability in agriculture remains near-universal in KPK and Balochistan, exceeding 99 %, reflecting heavy reliance on unpaid family labour.

## Manufacturing

Table 4.21 shows Manufacturing vulnerability increased sharply in all provinces, particularly in KPK (57.7 %) and Balochistan (48.3%). Female vulnerability is alarmingly high, reaching (96.5%) in KPK and 86.8 % in Punjab, indicating that women in manufacturing are overwhelmingly engaged in informal and home-based work.

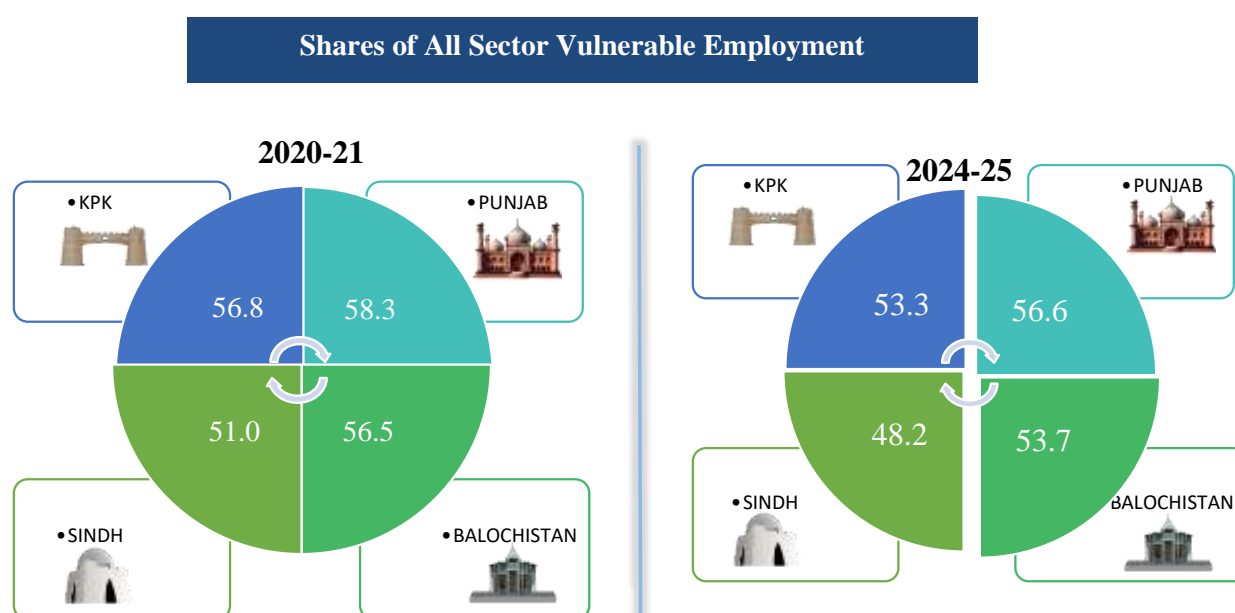
## Wholesale and Retail Trade

Table 4.21 shows Trade remains highly vulnerable across all provinces, exceeding (73%) in every province in 2024-25. Female vulnerability reached over (90%) in Punjab, Sindh and Balochistan, reinforcing the dominance of informal and unpaid work in this sector.

## Services Sectors

Table 4.21 shows Finance, public administration, education and health continue to exhibit low vulnerability, especially for men, reflecting formal employment structures. However, rising vulnerability in education and health in some provinces suggests increasing contractualization and casualization, especially for women.

**Figure 4.8 Share of Vulnerable Employment by Province**



**Table 4.21: Share of Vulnerable Employment by Sector-Provinces (%)**

Sectors	2020-21				2024-25			
	KPK	Punjab	Sindh	Balochistan	KPK	Punjab	Sindh	Balochistan
<b>All sectors</b>								
Both sexes	56.8	58.3	51.0	56.5	53.3	56.6	48.2	53.7
Male	52.0	52.3	47.2	53.5	48.3	50.0	43.5	50.1
Female	78.7	74.6	70.9	76.6	75.9	74.1	72.2	78.6
<b>Agriculture</b>								
Both sexes	97.6	93.1	84.0	92.8	91.2	87.0	75.7	91.3
Male	96.4	92.1	82.8	90.3	85.9	84.2	70.4	88.5
Female	99.7	94.3	86.6	99.9	99.8	90.0	85.8	99.6
<b>Fishing</b>								
Both sexes	73.9	27.7	9.1	31.3	19.8	20.8	42.9	43.1
Male	73.9	27.7	9.3	31.3	15.1	20.8	42.7	43.1
Female	0.0	0.0	0.0	0.0	100.0	0.0	45.1	0.0
<b>Mining</b>								
Both sexes	6.6	4.4	12.4	6.9	3.1	20.0	1.8	2.6
Male	6.6	4.5	12.4	6.9	3.1	20.0	1.9	2.6
Female	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Manufacturing</b>								
Both sexes	49.4	33.6	28.3	43.1	57.7	45.5	33.6	48.3
Male	42.6	26.9	23.3	53.1	45.3	31.8	24.7	42.8
Female	73.0	56.6	52.6	12.2	96.5	86.8	78.3	69.1
<b>Electricity, gas and water</b>								
Both sexes	3.7	8.4	12.1	17.2	0.0	4.3	7.8	0.8
Male	3.6	8.5	12.3	17.5	0.0	4.3	7.8	0.8
Female	6.8	4.7	0.0	0.0	0.0	0.0	0.0	0.0
<b>Construction</b>								
Both sexes	4.3	7.2	6.5	4.1	3.6	6.8	5.7	6.7
Male	4.3	6.6	6.5	4.1	3.6	6.8	5.7	6.8
Female	0.0	59.7	4.8	0.0	5.7	21.1	0.0	0.0
<b>Wholesale and retail trade</b>								
Both sexes	77.8	68.2	65.3	79.4	81.0	74.4	73.4	81.1
Male	77.8	67.7	65.1	79.3	80.9	73.7	72.8	81.0
Female	95.3	89.3	81.6	94.3	86.7	91.2	96.4	93.8
<b>Restaurants &amp; Hotels</b>								
Both sexes	39.3	41.0	32.6	35.3	50.1	48.7	39.1	35.1
Male	39.4	40.1	32.4	35.2	50.2	46.3	38.2	31.8
Female	0.0	83.8	60.3	69.7	44.2	85.9	73.1	100.0

Sectors	2020-21				2024-25			
	KPK	Punjab	Sindh	Balochistan	KPK	Punjab	Sindh	Balochistan
<b>Transport Storage &amp; Communication</b>								
Both sexes	61.3	51.5	44.1	36.1	59.2	41.7	38.7	35.6
Male	61.3	51.9	44.3	36.1	58.8	41.3	38.8	35.7
Female	67.1	6.3	0.0	0.0	100.0	53.2	11.3	21.0
<b>Finance &amp; Insurance</b>								
Both sexes	3.0	1.0	0.6	21.8	0.0	0.0	1.1	6.1
Male	3.3	1.1	0.7	21.8	0.0	0.0	1.3	6.1
Female	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Real Estate and Business Services</b>								
Both sexes	42.4	43.6	35.4	55.5	51.2	41.0	40.4	62.0
Male	43.3	44.9	36.5	55.5	54.2	41.7	39.9	62.0
Female	0.0	17.8	9.4	0.0	8.3	20.3	70.2	0.0
<b>Public administration</b>								
Both sexes	0.0	0.0	0.0	0.0	0.0	0.1	0.6	0.2
Male	0.0	0.0	0.0	0.0	0.0	0.1	0.6	0.2
Female	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Education</b>								
Both sexes	2.1	7.0	3.6	3.0	16.7	13.2	8.0	2.4
Male	3.0	4.4	2.6	3.8	12.0	5.3	2.9	1.7
Female	.5	8.6	6.3	.5	23.7	17.8	18.5	5.1
<b>Health and social work</b>								
Both sexes	15.5	18.5	12.4	6.7	16.5	20.6	8.2	10.7
Male	18.8	25.1	13.5	8.4	15.9	30.6	9.2	8.2
Female	1.3	6.4	8.7	0.0	18.0	9.6	5.4	17.6
<b>Other community, social and personal services activities</b>								
Both sexes	50.1	35.6	33.4	38.5	27.0	34.7	34.5	21.4
Male	37.2	46.7	35.4	39.3	27.9	43.1	35.9	22.6
Female	77.9	12.1	23.5	4.4	25.3	18.5	29.0	12.2

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

## 4.11 Wages/Salaried Employees & Own Account Workers

The employment status of workers provides important insights into the structure, quality, and stability of employment in the economy. Wage and salaried employment reflects the availability of relatively stable and formal job opportunities, whereas own account workers largely represent self-employment and informal economic engagement. The distribution of employment across these two categories highlights the degree of labour market formalization and the capacity of the economy to absorb workers into secure employment. Table 4.22 presents long-term national trends in wage and salaried employees and own account workers from 2007-08 to 2024-25,

followed by a detailed provincial analysis for 2020-21 and 2024-25, with a particular focus on gender and regional disparities.

#### 4.11.1 Overall Trends in Wage and Salaried Employment

During the period from 2007-08 to 2024-25, Pakistan experienced a gradual increase in wage and salaried employment, indicating a slow but steady shift towards more structured forms of employment. At the national level, the share of wage and salaried employment for both sexes increased from 37.1 % in 2007-08 to 43.7 % in 2024-25.

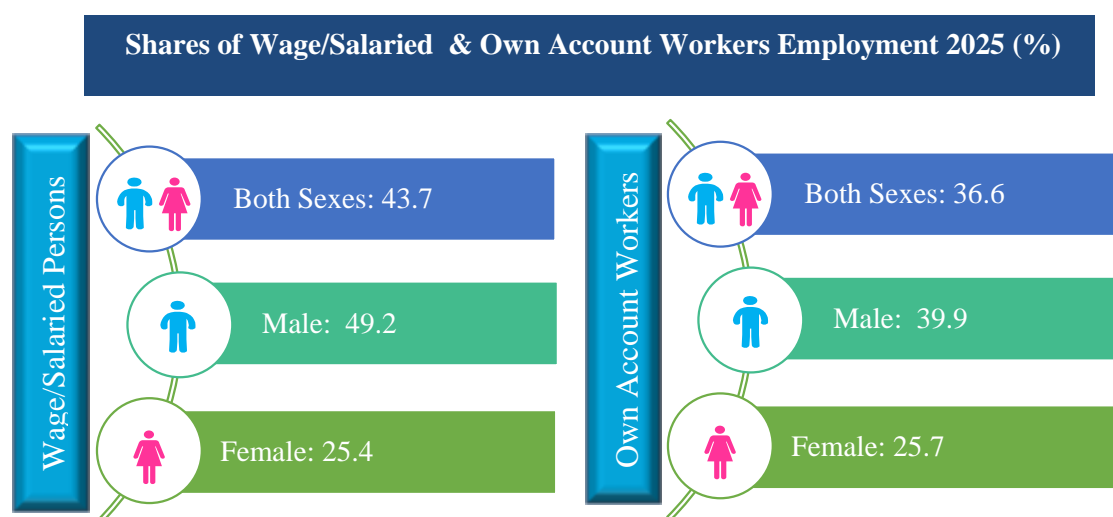
Male wage employment showed a stronger upward trend, rising from 40.6 % to 49.2 %, reflecting improved absorption of male workers into salaried jobs. Female wage and salaried employment also increased from 22.9 % to 25.4 % over the same period, indicating some progress in women’s access to relatively stable employment; however, the growth remained modest compared to males. Despite these gains, a substantial gender gap persists, with male wage employment remaining almost double that of females throughout the period.

#### 4.11.2 Overall Trends in Own Account Workers Employment

Own account workers continue to account for a sizeable share of total employment, reflecting the persistent dominance of self-employment and informality in Pakistan’s labour market. Between 2007-08 and 2024-25, the proportion of own account workers for both sexes remained broadly stable, increasing marginally from 35.9 % to 36.6 %.

Male own account employment declined slightly from 41.2 % in 2007-08 to 39.9 % in 2024-25, suggesting a gradual transition of male workers into wage and salaried employment. In contrast, female own account employment increased substantially from 13.9 % to 25.7 %, highlighting a significant rise in women’s participation in self-employment. This increase, however, is likely driven largely by necessity-based activities, underscoring continued challenges related to job quality, productivity, and income security for female own account workers.

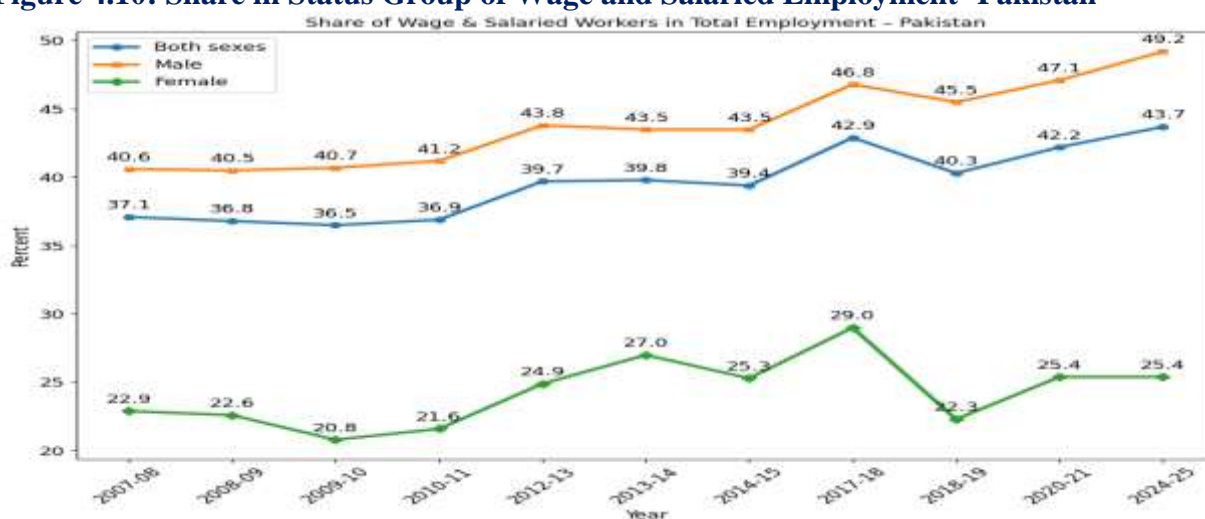
**Figure 4.9: Share of Salaried and Own Account Workers by Sex**



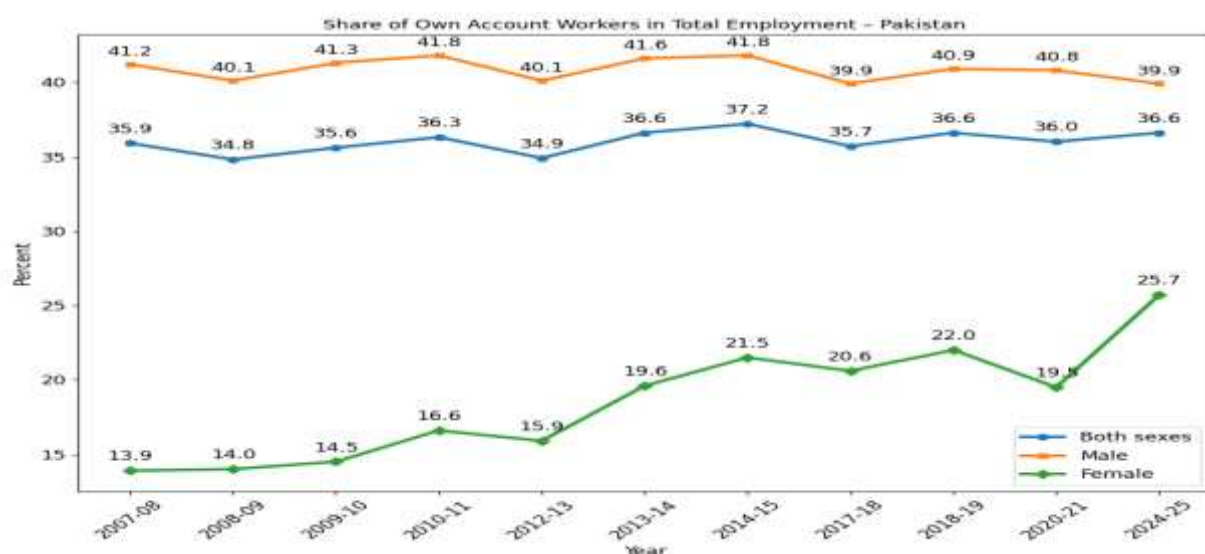
**Table 4.22: Share in Status Group of Wage and Salaried Employment (%)**

Employment Status	2007-08	2008-09	2009-10	2010-11	2012-13	2013-14	2014-15	2017-18	2018-19	2020-21	2024-25
<b>Total wage and salaried employment</b>											
Both sexes	37.1	36.8	36.5	36.9	39.7	39.7	39.4	42.9	40.3	42.2	43.7
Male	40.6	40.5	40.7	41.2	43.8	43.6	43.5	46.8	45.5	47.1	49.2
Female	22.9	22.6	20.8	21.6	24.9	27.1	25.3	29.0	22.3	25.4	25.4
<b>Own account workers employment</b>											
Both sexes	35.9	34.8	35.6	36.3	34.9	36.6	37.2	35.7	36.6	36.0	36.6
Male	41.2	40.1	41.3	41.8	40.1	41.6	41.8	39.9	40.9	40.8	39.9
Female	13.9	14.0	14.5	16.6	15.9	19.6	21.5	20.6	22.0	19.5	25.7

**Figure 4.10: Share in Status Group of Wage and Salaried Employment- Pakistan**



**Figure 4.11: Share of Own Account Workers Employment- Pakistan**



### 4.11.3 Provincial Profile of Wage and Salaried Employment

In 2024-25, notable regional and gender disparities were observed in wage and salaried employment across provinces (Table 4.22). Sindh recorded the highest share of wage employment at 49.2%, followed by Khyber Pakhtunkhwa (45.1%), Balochistan (44.5 %), and Punjab (41.2 %).

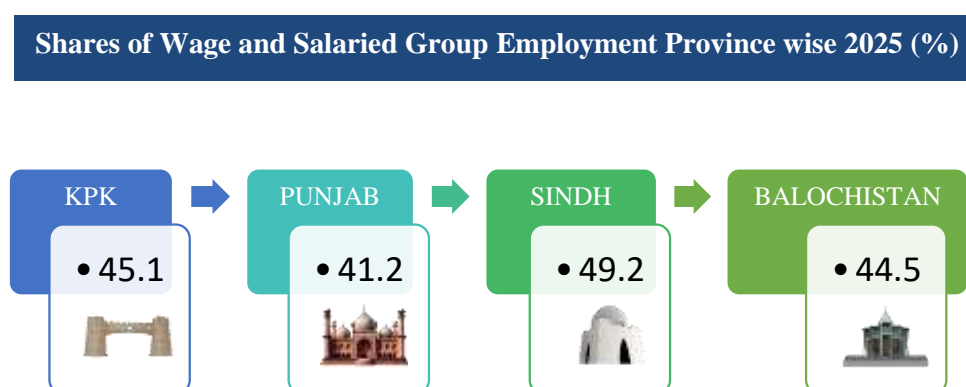
Male wage employment remained consistently high across all provinces, exceeding female participation by a wide margin. Female wage employment was relatively higher in Sindh (27.7 %) and Punjab (25.3 %), while Balochistan (20.5 %) and Khyber Pakhtunkhwa (23.8 %) exhibited lower female inclusion in salaried jobs.

### 4.11.4 Provincial Profile of Own Account Workers Employment

The provincial distribution of own account workers reflects varying degrees of informality and self-employment reliance (Table 4.23). In 2024-25, own account employment remained highest in Balochistan (37.5%) and Punjab (37.4%), followed by Khyber Pakhtunkhwa (36.5%) and Sindh (34.6 %).

Female own account employment increased across all provinces between 2020-21 and 2024-25, with the highest shares observed in Khyber Pakhtunkhwa (29.5 %) and Punjab (26.8 %). Despite improvement, female participation in Balochistan remained the lowest at 11.7 %, highlighting persistent gender-based constraints in economic participation.

**Figure 4.12: Share in Status Group of Wage and Salaried Employment 2025-Provinces**



**Table 4.23: Share in Status Group of Wage and Salaried Employment-Provinces (%)**

Employment Status	2020-21				2024-25			
	KPK	Punjab	Sindh	Balochistan	KPK	Punjab	Sindh	Balochistan
<b>Total wage and salaried employment</b>								
Both sexes	41.9	40.3	47.3	42.4	45.1	41.2	49.2	44.5
Male	46.6	45.7	50.8	45.2	49.9	47.3	53.4	48.0
Female	21.2	25.3	29.0	23.4	23.8	25.3	27.7	20.5
<b>Own account workers employment</b>								
Both sexes	39.3	35.9	34.0	37.6	36.5	37.4	34.6	37.5
Male	41.0	41.6	38.4	42.7	38.0	41.4	37.5	41.3
Female	31.7	20.2	11.4	2.9	29.5	26.8	20.2	11.7

**Table 4.24 Percentage Distribution of Employed by Employment Status, Sector and Sex**

Indicator	2018-19		2020-21		2024-25	
	Wage and salaried workers and employers	Own account and contributing family workers	Wage and salaried workers and employers	Own account and contributing family workers	Wage and salaried workers and employers	Own account and contributing family workers
<b>Agriculture</b>						
Both sexes	9.5	90.5	8.4	91.6	14.7	85.3
Male	11.4	88.6	9.9	90.1	18.7	81.3
Female	6.8	93.2	6.3	93.7	9.5	90.5
<b>Fishing</b>						
Both sexes	70.0	30.0	79.2	20.8	59.1	40.9
Male	69.9	30.1	79.0	21.0	59.4	40.6
Female	100.0	-	100.0	0.0	-	47.8
<b>Mining</b>						
Both sexes	92.9	7.1	93.2	6.8	92.5	7.5
Male	92.9	7.1	93.2	6.8	92.5	7.5
Female	-	-	100.0	0.0	100.0	0.0
<b>Manufacturing</b>						
Both sexes	61.0	38.4	65.9	34.1	55.8	44.2
Male	67.9	32.1	71.9	28.1	68.3	31.7
Female	36.7	63.3	43.5	56.5	13.8	86.2
<b>Electricity, gas and water</b>						
Both sexes	99.2	0.8	90.5	9.5	95.5	4.5
Male	99.2	0.8	90.3	9.7	95.5	4.5
Female	97.7	2.3	96.3	3.7	0.0	0.0
<b>Construction</b>						
Both sexes	92.4	7.6	93.7	6.3	94.1	5.9
Male	92.5	7.5	94.1	5.9	94.1	5.9
Female	79.9	20.1	58.9	41.1	90.7	9.3

Indicator	2018-19		2020-21		2024-25	
	Wage and salaried workers and employers	Own account and contributing family workers	Wage and salaried workers and employers	Own account and contributing family workers	Wage and salaried workers and employers	Own account and contributing family workers
<b>Wholesale and retail trade</b>						
Both sexes	24.1	75.9	30.6	69.4	24.5	75.5
Male	24.5	75.5	30.9	69.1	25.1	74.9
Female	4.9	95.1	11.6	88.4	8.1	91.9
<b>Hotels and restaurants</b>						
Both sexes	47.5	52.5	62.0	38.0	55.0	45.0
Male	47.9	52.1	62.6	37.4	56.7	43.3
Female	19.6	80.4	20.0	80.0	15.9	84.1
<b>Transport and communication</b>						
Both sexes	47.9	52.1	49.5	50.5	56.1	43.9
Male	47.7	52.3	49.2	50.8	56.3	43.7
Female	87.4	12.6	93.8	6.2	46.4	53.6
<b>Finance</b>						
Both sexes	99.6	0.4	98.6	1.4	99.6	0.4
Male	99.6	0.4	98.4	1.6	99.5	0.5
Female	100.0	-	100.0	0.0	100.0	0.0
<b>Real estate and business activities</b>						
Both sexes	24.0	76.0	57.9	42.1	57.5	42.5
Male	23.6	76.4	56.7	43.3	56.9	43.1
Female	100.0	-	85.0	15.0	76.5	23.5
<b>Public administration</b>						
Both sexes	100.0	-	100.0	0.0	99.8	0.2
Male	100.0	-	100.0	0.0	99.7	0.3
Female	100.0	-	100.0	0.0	100.0	0.0
<b>Education</b>						
Both sexes	95.5	4.5	94.9	5.1	87.6	12.4
Male	96.1	3.9	96.5	3.5	93.8	6.2
Female	94.7	5.3	93.1	6.9	81.3	18.7
<b>Health and social work</b>						
Both sexes	81.7	18.3	84.2	15.8	83.8	16.2
Male	77.1	22.9	80.3	19.7	80.1	19.9
Female	92.7	7.3	94.0	6.0	89.8	10.2
<b>Other community, social and personal services activities</b>						
Both sexes	46.7	53.3	49.6	50.4	52.5	47.5
Male	47.3	52.7	49.5	50.5	53.6	46.4
Female	38.3	61.7	51.4	48.6	43.8	56.2
<b>Activities of private households</b>						
Both sexes	65.5	34.5	85.8	14.2	91.5	8.5
Male	96.0	4.0	92.7	7.3	95.0	5.0
Female	52.6	47.4	81.6	18.4	89.5	10.5

Indicator	2018-19		2020-21		2024-25	
	Wage and salaried workers and employers	Own account and contributing family workers	Wage and salaried workers and employers	Own account and contributing family workers	Wage and salaried workers and employers	Own account and contributing family workers
<b>All sectors</b>						
Both sexes	40.3	59.7	43.7	56.3	45.9	54.1
Male	45.5	54.5	49.0	51.0	51.9	48.1
Female	40.3	59.7	25.5	74.5	25.9	74.1

## 4.12 Excessive Hours Worked

The Pakistan Labour Force Survey defines working more than 50 hours per week as excessive. High prevalence of excessive work hours is often associated with low-wage, informal, small-scale or precarious employment, where workers have limited control over working time and face potential health and productivity risks. This chapter examines trends in excessive working hours across economic sectors and sex, and further explores provincial patterns for 2020-21 and 2024-25.

### 4.12.1 Overall Trends in Excessive Hours Worked by sector

At the national level, Pakistan has observed a declining trend in excessive working hours, particularly in agriculture, the sector with the highest prevalence of long working hours.

**Agriculture:** Both-sex excessive hours declined from 31.0% in 2013-14 to 18.7% in 2024-25. Male agricultural workers' excessive hours decreased from 29.4% to 17.8%, while female workers saw a sharper decline from 62.3% to 34.8%, reflecting gradual improvement in workload distribution and adoption of mechanization.

**Overall workforce:** Most other sectors consistently show very low prevalence of excessive hours (<20%), highlighting limited overwork outside agriculture and trade.

This overall reduction in excessive hours indicates improvements in work conditions, although pockets of overwork remain among women in agriculture and some informal sectors.

### 4.12.2 Sectoral Patterns of Excessive Hours

#### Agriculture

Agriculture continues to have the highest incidence of excessive hours, though it declined markedly to 18.7% in 2024-25. Women continue to experience disproportionately high excessive hours, despite the overall decline, suggesting persistent gendered workload inequalities.

### **Fishing and Mining**

These sectors report very low excessive hours, generally below 1%, indicating that working hours are not a major concern in these industries. Female participation is low, and any observed spikes are negligible.

### **Manufacturing**

Excessive hours in manufacturing are moderate, remaining stable around 16.6% in 2024-25. Male workers slightly exceed female workers in long hours, reflecting the sector's reliance on male labor in small-scale and informal units. Female excessive hours show fluctuations, particularly in earlier years, reflecting uneven work intensity in home-based or informal manufacturing.

### **Construction**

Construction shows a notable increase in excessive hours for men, rising to 8.9% in 2024-25, while female excessive hours remain minimal (<1%). This indicates that men continue to bear physically demanding workloads in construction projects.

### **Wholesale and Retail Trade**

Excessive working hours in trade remain high compared to other services, at 27.3% for both sexes in 2024-25. Male workers dominate long working hours, while female excessive hours remain low, reflecting gender-segregated patterns of work in retail and wholesale.

### **Hotels and Restaurants**

Excessive hours remain moderate, around 3.3% in 2024-25, showing some reduction over the decade. Both male and female workers experience similar patterns, reflecting casual and shift-based work arrangements.

### **Transport and Communication**

Excessive hours in transport and communication are slightly lower than trade, at 10.0% in 2024-25. Male workers dominate long hours, while female excessive hours are very low (<3%), reflecting low female participation in this sector.

### **Finance, Real Estate and Public Administration**

These sectors consistently report low excessive hours (<5%), reflecting formal work structures, regulated working hours, and high adherence to labor laws. Female participation is limited in some sectors, particularly finance and real estate, but overwork is not a major concern.

### **Education, Health, and Social Work**

Excessive hours remain low overall (<5%), though female workers in education and health occasionally report higher percentage, notably 13.8% in education and 10.6% in health in 2024-25. This highlights the persistence of overwork among women in essential social sectors.

## Other Community and Household Activities

Excessive hours in other services and household activities remain low (<4% for both sexes). Female workers in private households exhibit slightly higher excessive hours in some years, reflecting informal domestic labor pressures.

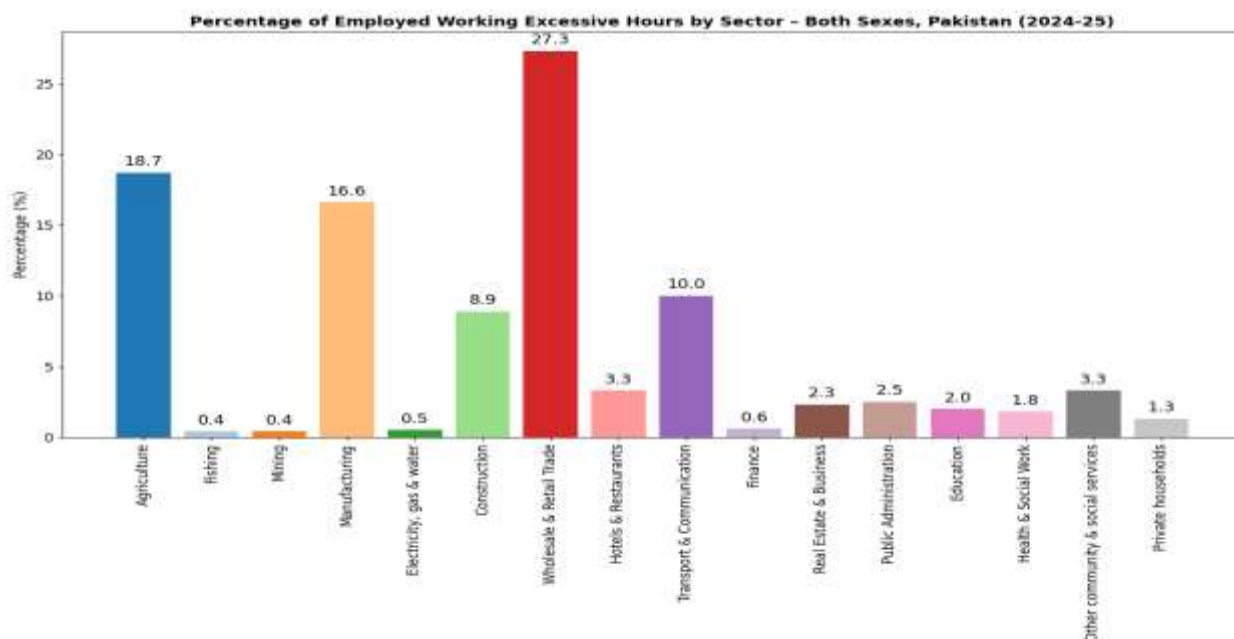
The Pakistan Labour Force Survey defines working more than fifty (50) hours per week as excessive. A high incidence of excessive work hours typically signals the prevalence of low-wage, small-scale, or informal economic activities. The paragraphs following Table 4.25 provide a brief commentary on the sectoral distribution of excessive hours, ranking sectors from the highest to the lowest prevalence.

**Table 4.25: Percentage Distribution of Employed Working Excessive Hours by Sector and Sex-Pakistan**

Sector	2013-14	2014-15	2017-18	2018-19	2020-21	2024-25
<b>Agriculture</b>						
Both sexes	31.0	27.5	23.2	23.0	25.0	18.7
Male	29.4	26.3	21.8	21.7	23.6	17.8
Female	62.3	52.9	55.9	56.8	56.1	34.8
<b>Fishing</b>						
Both sexes	0.3	0.3	0.2	0.4	0.3	0.4
Male	0.3	0.3	0.3	0.4	0.4	0.4
Female	-	-	-	-	0.1	0.4
<b>Mining</b>						
Both sexes	0.1	0.1	0.2	0.3	0.4	0.4
Male	0.1	0.1	0.2	0.3	0.4	0.4
Female	-	-	-	-	0.0	0.0
<b>Manufacturing</b>						
Both sexes	15.5	18.6	18.3	16.8	15.9	16.6
Male	15.7	17.2	18.3	16.9	16.0	16.9
Female	12.4	25.4	18.3	13.0	13.7	11.7
<b>Electricity, gas and water</b>						
Both sexes	0.4	0.4	0.4	0.4	0.5	0.5
Male	0.4	0.4	0.4	0.4	0.5	0.6
Female	0.2	-	-	0.1	0.2	0.0
<b>Construction</b>						
Both sexes	3.7	4.6	5.0	4.5	6.2	8.9
Male	3.9	4.8	5.2	4.6	6.4	9.4
Female	0.5	0.3	0.9	0.8	0.8	0.4
<b>Wholesale and retail trade</b>						
Both sexes	26.2	26.7	27.2	29.0	25.0	27.3
Male	27.2	27.7	28.1	29.7	25.8	28.3
Female	7.6	6.9	8.0	9.6	6.4	9.8

Sector	2013-14	2014-15	2017-18	2018-19	2020-21	2024-25
<b>Hotels and restaurants</b>						
Both sexes	3.0	3.1	3.8	4.1	3.9	3.3
Male	3.1	3.2	3.9	4.2	4.0	3.4
Female	0.5	0.9	0.7	0.4	0.8	0.5
<b>Transport and communication</b>						
Both sexes	9.5	9.8	11.2	11.3	10.7	10.0
Male	9.9	10.2	11.7	11.7	11.2	10.5
Female	1.2	0.8	1.0	0.2	0.4	2.6
<b>Finance</b>						
Both sexes	0.3	0.4	0.3	0.3	0.3	0.6
Male	0.4	0.4	0.3	0.3	0.3	0.6
Female	0.2	0.5	0.4	0.1	0.2	0.9
<b>Real estate and business activities</b>						
Both sexes	0.5	0.6	0.6	0.8	2.3	2.3
Male	0.5	0.6	0.7	0.9	2.3	2.4
Female	-	0.2	-	-	0.8	0.8
<b>Public administration</b>						
Both sexes	1.5	1.5	2.8	1.5	2.0	2.5
Male	1.6	1.6	2.9	1.5	2.0	2.4
Female	0.1	0.2	0.8	0.2	0.9	4.4
<b>Education</b>						
Both sexes	1.4	1.2	1.1	1.0	0.9	2.0
Male	0.1	1.0	1.1	0.9	0.8	1.3
Female	1.8	2.1	1.7	2.8	2.3	13.8
<b>Health and social work</b>						
Both sexes	1.2	1.3	1.3	1.1	1.2	1.8
Male	0.1	1.2	1.1	1.0	1.1	1.3
Female	3.0	2.3	4.7	4.4	4.6	10.6
<b>Other community, social and personal services activities</b>						
Both sexes	4.7	4.3	2.9	4.6	3.9	3.3
Male	5.2	5.6	3.0	4.6	4.0	3.4
Female	10.0	9.5	1.9	3.0	1.9	1.2
<b>Activities of private households</b>						
Both sexes	-	-	1.3	1.1	1.5	1.3
Male	-	-	1.2	0.9	1.1	0.9
Female	-	-	5.6	0.8	10.8	8.2

**Figure 4.13: Profile of Excessive Hours by Sectors**



### 4.12.3 Provincial Profile of Excessive Hours

#### Agriculture

In 2024-25, excessive working hours in agriculture varied notably across provinces. Balochistan recorded the highest incidence at 22.1 %, reflecting the labor-intensive nature of farming and limited access to mechanization. In contrast, Khyber Pakhtunkhwa (KPK) reported the lowest excessive hours at 11.4 %, suggesting smaller workloads and greater adoption of mechanized farming practices. Female agricultural workers continued to face disproportionately high workloads, particularly in Sindh (49.9%) and Balochistan (42.4%), highlighting persistent gender-based imbalances in the distribution of work.

#### Manufacturing

Provincial trends show higher excessive hours in Punjab (18.1%) and Sindh (17.3%), reflecting concentration of informal small-scale units. KPK and Balochistan report lower prevalence.

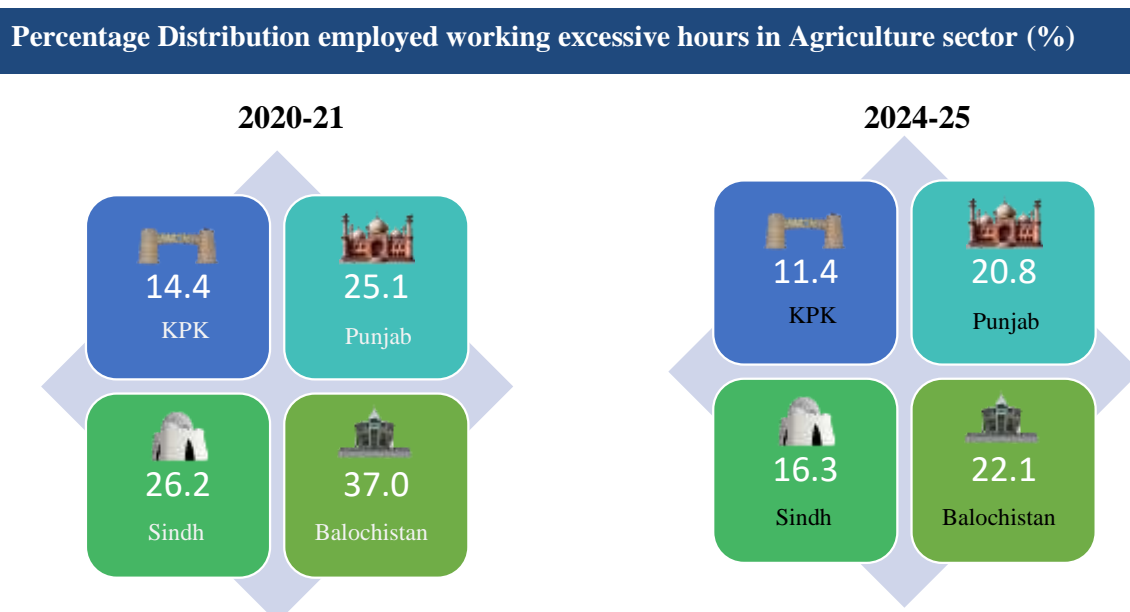
#### Wholesale and Retail Trade

Excessive hours remain notable in Punjab (26.0%) and KPK (28.4%), with women contributing minimally to long hours, consistent with gendered division of labor in retail sectors.

#### Services, Construction, Transport, and Social Sectors

Excessive hours remain minimal (<15%) across provinces, with minor exceptions in construction for males in KPK (14.6%) and education/health for females in Punjab, indicating occasional overwork in select provinces and sectors.

**Figure 4.14: Share of Excessive Hours working in Agriculture Sector 2025**



**Table 4.26: Percentage Distribution of Employed Working Excessive Hours by Sector and Sex-Provinces**

Sectors	2020-21				2024-25			
	KPK	Punjab	Sindh	Balochistan	KPK	Punjab	Sindh	Balochistan
<b>Agriculture</b>								
Both sexes	14.4	25.1	26.2	37.0	11.4	20.8	16.3	22.1
Male	14.4	24.1	24.4	33.4	10.8	20.2	14.4	21.6
Female	20.8	47.7	67.9	92.7	27.1	30.7	49.9	42.4
<b>Fishing</b>								
Both sexes	0.3	0.0	0.8	1.4	0.0	0.0	1.4	1.6
Male	0.3	0.0	0.9	1.4	0.0	0.0	1.3	1.7
Female	0.0	0.0	0.2	0.0	0.0	0.0	2.0	0.0
<b>Mining</b>								
Both sexes	0.9	0.2	0.2	1.4	1.4	0.2	0.1	0.8
Male	0.9	0.3	0.2	1.5	1.4	0.3	0.1	0.9
Female	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Manufacturing</b>								
Both sexes	12.4	18.3	14.8	5.4	12.1	18.1	17.3	7.1
Male	12.2	18.5	14.9	5.5	12.1	18.5	17.7	7.1
Female	22.4	15.3	12.5	3.3	13.5	12.1	9.8	10.4
<b>Electricity, gas and water</b>								
Both sexes	0.4	0.4	0.7	0.7	0.3	0.5	0.7	0.4
Male	0.4	0.4	0.7	0.7	0.3	0.5	0.8	0.4
Female	0.8	0.2	0.0	0.0	0.0	0.0	0.0	0.0
<b>Construction</b>								
Both sexes	8.5	5.5	7.3	3.8	14.2	8.3	8.1	6.4
Male	8.5	5.8	7.5	4.1	14.6	8.8	8.6	6.6
Female	6.5	0.3	1.3	0.0	0.9	0.4	0.3	1.1

Sectors	2020-21				2024-25			
	KPK	Punjab	Sindh	Balochistan	KPK	Punjab	Sindh	Balochistan
<b>Wholesale and retail trade</b>								
Both sexes	29.9	25.2	23.5	21.5	28.4	26.0	30.3	28.1
Male	30.2	26.0	24.2	22.8	29.3	27.1	31.2	28.6
Female	5.9	7.8	5.3	0.3	3.6	9.2	14.8	4.2
<b>Hotels and restaurants</b>								
Both sexes	4.0	3.5	4.2	5.8	3.5	2.9	3.6	6.4
Male	4.1	3.6	4.4	6.1	3.6	3.0	3.8	6.6
Female	0.2	1.2	0.0	0.1	0.7	0.5	0.2	0.0
<b>Transport and Communication</b>								
Both sexes	16.3	9.9	10.1	10.8	15.1	9.2	8.4	13.9
Male	16.5	10.4	10.5	11.4	15.5	9.6	8.8	14.1
Female	0.9	0.5	0.3	0.2	2.7	3.1	0.9	2.5
<b>Finance</b>								
Both sexes	0.2	0.4	0.4	0.0	0.2	0.6	1.0	0.2
Male	0.2	0.4	0.4	0.0	0.2	0.6	1.0	0.2
Female	0.0	0.3	0.3	0.0	0.0	1.0	1.0	0.0
<b>Real estate and business activities</b>								
Both sexes	2.3	2.3	2.4	1.3	1.6	2.5	2.3	1.3
Male	2.3	2.4	2.5	1.3	1.7	2.6	2.4	1.3
Female	0.0	1.1	0.6	0.0	1.2	0.9	0.3	0.0
<b>Public administration</b>								
Both sexes	2.8	1.3	2.4	4.7	2.9	2.1	2.9	4.7
Male	2.8	1.4	2.4	5.0	2.8	1.9	3.0	4.7
Female	0.9	0.9	1.0	0.8	5.0	5.1	1.6	8.0
<b>Education</b>								
Both sexes	1.9	0.7	0.8	0.7	2.6	2.0	1.5	1.7
Male	1.8	0.6	0.7	0.8	2.3	1.1	1.2	1.5
Female	4.3	2.7	1.7	0.4	11.0	16.9	5.6	9.5
<b>Health and social work</b>								
Both sexes	1.7	1.2	1.1	0.9	1.6	1.7	2.1	1.8
Male	1.6	1.0	1.1	0.8	1.1	1.2	1.8	1.5
Female	13.9	5.1	3.1	2.1	16.1	10.6	8.2	14.9
<b>Other community, social and personal services activities</b>								
Both sexes	3.0	4.1	3.8	4.2	3.3	3.5	2.7	3.1
Male	2.9	4.2	3.9	4.5	3.3	3.6	2.8	3.1
Female	7.2	2.0	1.7	0.0	2.2	1.1	1.0	3.4
<b>Activities of private households</b>								
Both sexes	1.1	1.7	1.4	0.6	1.5	1.3	1.2	0.3
Male	.9	1.0	1.3	0.6	1.0	0.9	1.0	0.2
Female	16.1	14.9	4.2	0.0	15.9	8.6	4.5	3.6

**Table 4.27: Share of the Employed Persons Working Excessive Hours by Sector (%)**

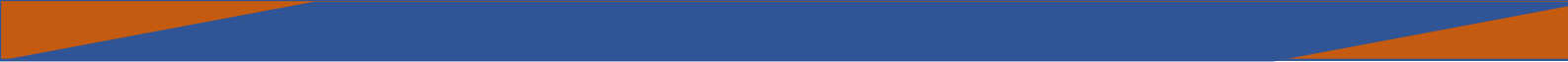
Sector	2009-10	2010-11	2012-13	2013-14	2014-15	2017-18	2018-19	2020-21	2024-25
<b>All sectors</b>	<b>39.5</b>	<b>38.5</b>	<b>36.3</b>	<b>39.4</b>	<b>39.1</b>	<b>37.1</b>	<b>37.9</b>	<b>39.7</b>	<b>39.8</b>
Agriculture	28.5	28.4	24.3	29.3	26.5	22.7	23.1	26.7	23.1
Fishing	69.2	71.6	62.9	72.0	-	77.8	72.6	74.2	53.5
Mining	28.4	43.4	16.2	21.8	27.8	26.3	43.8	44.2	45.7
Manufacturing	44.3	42.9	41.1	42.6	44.3	42.3	42.3	42.5	44.4
Electricity, gas and water	15.7	16.7	17.5	20.3	-	18.8	20.6	29.5	31.6
Construction	21.8	20.1	19.7	19.5	23.8	24.2	22.7	25.7	35.5
Wholesale and retail trade	69.6	66.9	67.1	69.2	69.8	66.6	73.6	68.7	67.8
Hotels and restaurants	77.7	76.7	72.0	74.6	75.7	72.0	72.7	81.0	57.5
Transport and communication	69.2	68.7	63.3	66.5	-	44.7	66.4	67.3	59.7
Finance	23.7	29.6	27.2	27.7	29.5	21.8	24.8	25.0	38.8
Real estate and business activities	50.9	46.4	48.7	56.8	59.1	50.7	55.1	48.4	45.6
Public administration	21.3	22.5	23.7	24.8	23.8	28.6	21.0	26.2	32.5
Education	14.0	11.3	12.5	12.2	12.3	10.1	9.6	9.4	17.7
Health and social work	31.3	32.3	32.1	32.8	30.5	30.3	25.9	35.6	37.1
Other community, social and personal services activities	50.5	49.2	46.6	50.1	-	48.4	50.4	58.6	46.3
Activities of private households	27.0	7.8	45.0	45.1	9.3	38.0	27.9	37.6	30.5
Extraterritorial organizations and bodies	14.9	12.0	10.3	12.0	-	64.3	-	0.0	16.5

**Sustainable Developments Goals (SDGs)**



**CHAPTER**

**5**



## Chapter-5 Sustainable Development Goals (SDG)

### 5.1 Introduction

This chapter presents an analytical overview of selected Sustainable Development Goal (SDG) indicators that are directly linked with Pakistan's labour market, human capital development, gender equality, and decent work agenda by considering Age 15+. These indicators provide internationally comparable benchmarks to assess progress toward inclusive growth, productive employment, and social equity as envisioned under the 2030 Agenda for Sustainable Development. By integrating education, skills, employment quality, gender participation, workplace safety, youth inclusion, industrial employment, and tourism, these SDG indicators allow a multidimensional assessment of Pakistan's development trajectory. The indicators covered in this chapter span SDGs 4, 5, 8, and 9, reflecting the interlinkages between education, gender empowerment, labour productivity, and economic diversification.

#### **SDG Indicator 4.3.1: Participation Rate of Youth and Adults in Formal and Non-Formal Education and Training**

This indicator measures the proportion of youth and adults who have participated in education or training during a specified period. It reflects the extent to which the population is engaged in lifelong learning and skills development, which are essential for employability, productivity, and adaptability in a changing labour market. Higher participation in education and training indicates stronger human capital formation and improved capacity of the workforce to respond to technological change and labour market demands.

#### **SDG Indicator 5.4.1: Proportion of Time Spent on Unpaid Domestic and Care Work, by Sex**

This indicator captures gender differences in the time devoted to unpaid domestic and care activities such as cooking, cleaning, and caring for children or the elderly. It highlights the unequal burden of unpaid work, which often limits women's ability to participate fully in education, training, and paid employment. A reduction in gender gaps under this indicator reflects progress toward greater gender equality and better economic participation of women.

#### **SDG Indicator 5.5.2: Proportion of Women in Managerial Positions**

This indicator measures the share of women in managerial and decision-making roles in the workplace. It reflects women's access to leadership positions and their participation in economic decision-making. Higher values indicate improved gender equality in career advancement and organizational influence, while low levels suggest persistent barriers to women's progression in formal employment structures.

### **SDG Indicator 5.5.2(b): Female Share of Employment in Senior and Middle Management**

This indicator further disaggregates women's representation in management by focusing specifically on senior and middle-level positions. It provides a more detailed picture of women's leadership within institutions and enterprises. Progress in this indicator signifies increased inclusiveness in corporate and organizational governance and contributes to more balanced and equitable economic development.

### **SDG Indicator 8.3.1: Proportion of Informal Employment in Total Employment**

This indicator measures the extent of informal employment in the economy, capturing the share of workers who lack formal contracts, job security, and social protection. A high proportion of informal employment indicates vulnerability, low productivity, and limited access to employment benefits. Reducing informal employment is central to promoting decent work, improving job quality, and strengthening economic resilience.

### **SDG Indicator 8.5.1-Average Hourly Earnings of Employees**

This indicator reflects the level of earnings received by employees per hour worked, serving as a key measure of job quality and labour productivity. Higher average earnings indicate better remuneration and improved living standards for workers. Monitoring this indicator helps assess whether economic growth is translating into better incomes and more equitable distribution of labour market gains.

### **SDG Indicator 8.5.2: Unemployment Rate, by Sex, Age, and Disability Status**

This indicator measures the proportion of the labour force that is unemployed, disaggregated by key population groups. It highlights disparities in access to employment among men and women, youth and adults, and persons with disabilities. A declining unemployment rate signals better labour market absorption, while persistent gaps point to structural challenges requiring targeted policy interventions.

### **SDG Indicator 8.6.1: Proportion of Youth Not in Education, Employment or Training (NEET)**

This indicator measures the share of young people who are not engaged in education, employment, or training. It reflects the extent of youth exclusion from productive activities and human capital development. High NEET rates indicate risks of long-term unemployment, social exclusion, and loss of productive potential, making this a critical indicator for sustainable development.

### **SDG Indicator 8.8.1: Frequency Rates of Fatal and Non-Fatal Occupational Injuries**

This indicator tracks the incidence of work-related injuries and fatalities, providing a measure of occupational safety and health conditions. Lower injury rates indicate safer working environments and better enforcement of labour protection standards. Improvements in this indicator contribute directly to decent work and worker well-being.

### SDG Indicator 9.2.2:- Manufacturing Employment as a Proportion of Total Employment

This indicator measures the share of employment in the manufacturing sector, reflecting the level of industrialization and structural transformation of the economy. A rising share of manufacturing employment suggests greater diversification, higher productivity, and stronger linkages to global value chains, all of which support sustainable economic growth.

### SDG Indicator 8.9.2: Tourism Employment as a Proportion of Total Employment

This indicator captures the contribution of tourism-related activities to overall employment. It reflects the role of tourism in generating jobs, supporting livelihoods, and promoting regional development. Growth in this indicator highlights the increasing importance of services and tourism in economic diversification and inclusive growth.

### Indicator:- 4.3.1: Participation Rate of Youth and Adults in formal and Informal Education and Training in the previous 12 Months by Sex

**Definition:-** The percentage of youth and adults in a given age range (e.g.) (15-24 years) and (25 years & over) participating in formal or non-formal education or training in a given time period (e.g. last 12 months).

4.3.1 Participation Rate of Youth and Adults in Formal & Informal Education/Training						
Area	Youth (15-24 Years)			Adult (25 Years and Over)		
	Total	Male	Female	Total	Male	Female
<b>Pakistan</b>						
All Area	39.0	39.8	38.2	0.7	0.7	0.8
Rural	33.3	35.5	30.9	0.5	0.5	0.5
Urban	47.8	46.4	49.4	1.1	1.0	1.1
<b>KP</b>						
All Area	40.6	47.4	32.9	0.4	0.6	0.2
Rural	39.0	46.6	30.6	0.4	0.6	0.2
Urban	48.8	51.3	45.8	0.7	1.0	0.5
<b>Punjab</b>						
All Area	39.7	38.0	41.6	0.7	0.5	0.8
Rural	34.0	32.6	35.4	0.5	0.3	0.7
Urban	48.1	45.8	50.7	0.9	0.8	1.1
<b>Sindh</b>						
All Area	36.9	37.8	35.8	1.0	1.1	0.8
Rural	23.4	27.3	18.9	0.5	0.7	0.3
Urban	47.4	46.2	48.8	1.3	1.5	1.2
<b>Balochistan</b>						
All Area	35.0	39.5	28.8	0.9	0.7	1.2
Rural	30.3	36.1	22.7	0.7	0.6	0.8
Urban	44.7	46.2	42.5	1.5	0.8	2.1

### Indicator 5.4.1: Hours spent on Unpaid Domestic and Unpaid Care Work

**Definition:-** This indicator is defined as the proportion of time spent on unpaid domestic and care work by men and women. Unpaid domestic and care work refers to activities related to the provision of services for own final use by household members, or by family members living in other households.

5.4.1: Hours spent on Unpaid Domestic and Unpaid Care Work										
Age Group	All Areas			Rural			Urban			
	Both sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	
Pakistan	15+	12.6	8.2	15.8	13.3	8.9	16.6	11.5	7.2	14.7
	15-29	11.6	7.8	14.4	12.3	8.6	15.1	10.5	6.7	13.3
	15-24	10.6	7.5	13.0	11.4	8.3	13.8	9.3	6.3	11.7
	25-34	14.3	8.7	17.8	14.9	9.3	18.5	13.3	7.7	16.7
	35-44	14.5	8.7	18.4	15.4	9.5	19.5	13.1	7.7	16.8
	45-54	13.5	8.9	17.0	14.2	9.7	17.9	12.4	7.8	15.8
	55-64	9.8	7.7	11.6	10.2	8.1	12.1	9.1	7.0	10.9
	65 & Over	7.5	7.1	8.1	8.0	7.6	8.6	6.6	6.2	7.2
KP	15+	12.6	8.3	15.9	12.9	8.6	16.3	10.9	7.1	13.9
	15-29	11.7	8.1	14.6	12.0	8.3	15.0	10.0	6.9	12.6
	15-24	10.9	7.9	13.6	11.3	8.2	13.9	9.2	6.6	11.5
	25-34	13.9	8.6	17.5	14.2	8.8	17.9	12.3	7.6	15.6
	35-44	14.7	8.9	18.7	15.0	9.1	19.2	12.7	7.8	16.3
	45-54	13.3	8.9	17.0	13.8	9.2	17.5	11.2	7.0	14.3
	55-64	10.1	7.7	12.2	10.2	7.9	12.4	9.0	6.3	11.4
	65 & Over	8.5	7.6	9.8	8.5	7.6	9.8	8.4	7.7	9.7

### 5.4.1: Hours spent on Unpaid Domestic and Unpaid Care Work

Age Group	All Areas			Rural			Urban			
	Both sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	
<b>Punjab</b>	15+	13.0	8.2	16.3	13.3	8.8	16.4	12.5	7.4	16.1
	15-29	11.9	7.8	14.7	12.2	8.5	14.8	11.3	6.8	14.6
	15-24	10.7	7.5	13.1	11.2	8.2	13.4	9.9	6.5	12.7
	25-34	14.9	8.6	18.6	15.2	9.2	18.7	14.5	7.9	18.4
	35-44	15.0	8.6	19.1	15.5	9.2	19.6	14.4	7.8	18.4
	45-54	14.0	9.0	17.7	14.3	9.6	17.9	13.5	8.1	17.3
	55-64	9.9	7.7	11.7	10.0	8.0	11.7	9.6	7.1	11.7
	65 & Over	7.4	7.1	7.9	7.9	7.6	8.3	6.5	6.1	7.0
<b>Sindh</b>	15+	11.4	8.1	14.1	13.4	9.7	16.6	9.8	6.8	12.1
	15-29	10.5	7.5	12.9	12.4	9.0	15.3	8.8	6.2	10.9
	15-24	9.6	7.0	11.8	11.4	8.4	14.2	7.9	5.8	9.7
	25-34	12.8	8.9	15.5	14.8	10.5	18.1	11.1	7.4	13.5
	35-44	12.8	8.8	16.0	15.4	10.6	19.3	10.9	7.4	13.7
	45-54	12.2	8.8	15.1	14.4	10.6	17.7	10.6	7.3	13.2
	55-64	9.2	7.7	10.6	10.5	8.7	12.2	8.0	6.8	9.2
	65 & Over	6.8	6.4	7.4	7.5	7.2	7.9	6.1	5.8	6.8
<b>Balochistan</b>	15+	14.6	8.9	18.7	14.8	9.1	19.0	13.9	8.4	17.8
	15-29	13.8	8.6	17.6	13.9	8.9	17.7	13.4	7.9	17.3
	15-24	12.8	8.3	16.3	13.1	8.6	16.7	12.0	7.5	15.5
	25-34	15.8	9.1	19.9	15.9	9.3	20.1	15.4	8.8	19.5
	35-44	16.1	9.1	20.8	16.5	9.4	21.5	15.2	8.4	19.4
	45-54	15.2	9.1	19.8	15.5	9.4	20.3	14.5	8.3	18.7
	55-64	11.3	9.0	13.3	11.5	8.7	13.9	10.7	9.8	11.6
	65 & Over	9.1	9.8	8.2	9.1	9.4	8.7	9.1	10.6	7.1

## Indicator: 5.5.2: Proportion of women in Managerial Positions

**Definition:-** This indicator refers to the proportion of females in the total number of persons employed in managerial positions.

5.5.2 Proportion of women in Managerial Positions			
Province/Areas	All Areas	Rural	Urban
<b>Pakistan</b>	<b>6.1</b>	<b>9.2</b>	<b>4.4</b>
KP	9.2	9.9	7.7
Punjab	7.0	10.3	5.1
Sindh	3.5	6.9	2.7
Balochistan	3.3	3.9	2.5

## Indicator: 5.5.2.b: Proportion of women in Senior and Middle Management Positions

**Definition:-** This indicator refers to the proportion of females in the total number of persons employed in senior and middle management positions.

5.5.2.b: Proportion of women in Senior And Middle Management Positions			
Province/Areas	All Areas	Rural	Urban
<b>Pakistan</b>	<b>9.6</b>	<b>14.3</b>	<b>6.8</b>
KP	14.8	15.5	13.0
Punjab	10.7	16.1	7.8
Sindh	5.4	9.2	4.5
Balochistan	6.3	7.6	4.5

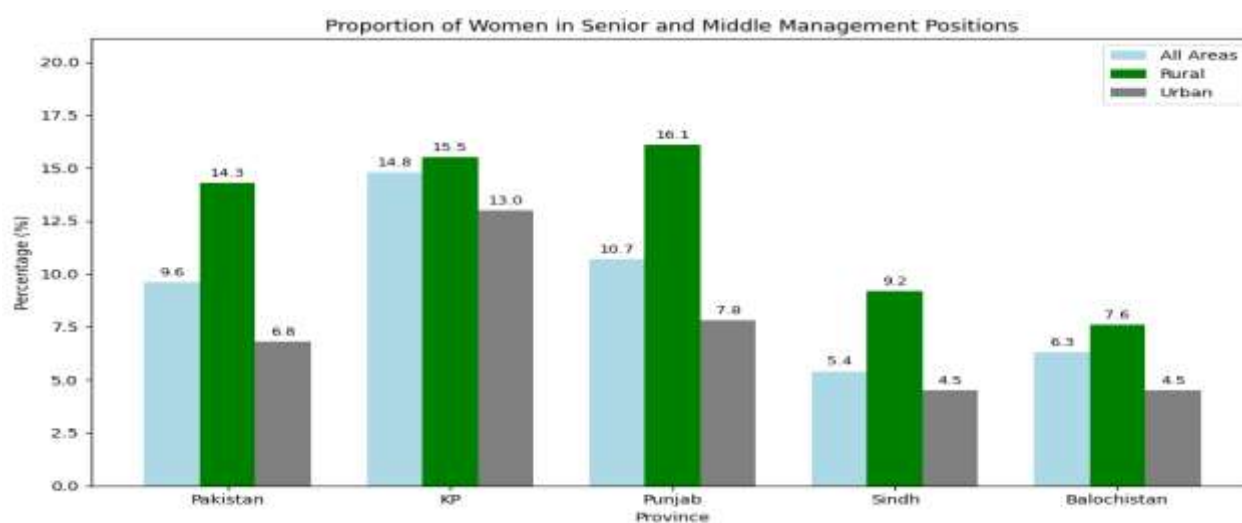


Figure 5.1: Proportion of Women in Senior and Middle Management Positions

### Indicator:- 8.3.1: Proportion of Informal Employment in total Employment by Sector and Sex

Definition:- This indicator presents the share of employment which is classified as informal employment in the total economy and separately in non-agriculture.

8.3.1: Proportion of Informal Employment in Total Employment and Non-Agriculture Employment						
Area	Proportion of Informal Employment in Total			Proportion of Informal Employment in Non-agriculture Employment		
	Total	Male	Female	Total	Male	Female
<b>Pakistan</b>						
All Area	48.4	55.2	25.7	71.8	72.7	65.9
Rural	41.3	48.8	22.0	75.0	75.9	70.4
Urban	61.6	65.1	40.0	68.0	69.2	58.1
<b>KP</b>						
All Area	54.8	60.5	29.3	73.2	74.7	62.2
Rural	53.0	58.8	27.6	73.7	75.1	63.0
Urban	64.5	69.4	39.8	71.3	73.0	58.7
<b>Punjab</b>						
All Area	47.9	56.4	25.7	73.5	74.8	67.2
Rural	40.1	49.0	22.3	76.1	77.4	70.9
Urban	62.6	67.4	38.5	70.6	72.1	60.2
<b>Sindh</b>						
All Area	46.2	50.5	24.6	66.9	67.1	65.7
Rural	32.8	37.7	17.3	74.5	73.5	82.0
Urban	60.0	61.3	45.5	63.4	64.1	53.9
<b>Balochistan</b>						
All Area	45.2	49.3	16.8	69.2	70.4	51.5
Rural	40.8	45.6	13.1	71.5	72.5	57.2
Urban	56.3	58.0	35.7	65.3	67.0	43.4

### Indicator:- 8.5.1: Average Hourly Earnings of Employees by Sex, Age and Occupation

**Definition:-** This indicator provides information on the mean hourly earnings of employees by sex, occupation and age.

8.5.1 Average Hourly Earnings of Employees by Sex, Age and Occupation				
Occupation/Sex	Ages	Total	Male	Female
<b>Pakistan</b>				
Total	<b>All Ages</b>	<b>208</b>	<b>202</b>	<b>249</b>
	15-24	173	161	250
	25-34	207	200	254
	35-44	218	215	241
	45-54	235	233	250
	55-64	244	243	255
	65 & Over	182	180	213
Mangers	<b>All Ages</b>	<b>573</b>	<b>540</b>	<b>811</b>
	15-24	460	345	710
	25-34	563	508	980
	35-44	531	487	903
	45-54	636	626	724
	55-64	671	689	401
	65 & Over	416	416	.
Professionals	<b>All Ages</b>	<b>371</b>	<b>397</b>	<b>332</b>
	15-24	322	345	309
	25-34	347	361	326
	35-44	371	389	338
	45-54	433	461	372
	55-64	466	488	392
	65 & Over	363	366	329
Technicians	<b>All Ages</b>	<b>294</b>	<b>294</b>	<b>296</b>
	15-24	254	245	274
	25-34	276	270	298
	35-44	306	304	311
	45-54	327	332	304
	55-64	341	348	283
	65 & Over	270	270	.

### 8.5.1 Average Hourly Earnings of Employees by Sex, Age and Occupation

Occupation/Sex	Ages	Total	Male	Female
Clerical support workers	<b>All Ages</b>	<b>318</b>	<b>307</b>	<b>452</b>
	15-24	280	237	490
	25-34	290	283	370
	35-44	331	332	319
	45-54	370	354	715
	55-64	361	353	599
	65 & Over	230	230	.
Services and Sale workers	<b>All Ages</b>	<b>196</b>	<b>196</b>	<b>187</b>
	15-24	177	178	144
	25-34	196	195	209
	35-44	209	208	236
	45-54	211	213	167
	55-64	214	216	130
	65 & Over	179	174	437
Skilled Agriculture & Forestry Workers	<b>All Ages</b>	<b>187</b>	<b>185</b>	<b>345</b>
	15-24	144	144	.
	25-34	179	173	348
	35-44	210	210	.
	45-54	196	194	335
	55-64	205	205	.
	65 & Over	145	145	.
Craft and related trade workers	<b>All Ages</b>	<b>157</b>	<b>157</b>	<b>151</b>
	15-24	126	126	143
	25-34	160	160	149
	35-44	179	180	165
	45-54	177	178	153
	55-64	181	183	140
	65 & Over	171	171	158
Plant and Machinery Operators	<b>All Ages</b>	<b>171</b>	<b>171</b>	<b>121</b>
	15-24	150	151	115
	25-34	165	165	137
	35-44	179	180	106
	45-54	179	179	87
	55-64	197	198	158
	65 & Over	185	185	.

8.5.1 Average Hourly Earnings of Employees by Sex, Age and Occupation				
Occupation/Sex	Ages	Total	Male	Female
Elementary Occupation	<b>All Ages</b>	<b>147</b>	<b>146</b>	<b>148</b>
	15-24	140	138	152
	25-34	144	144	144
	35-44	151	152	148
	45-54	151	153	140
	55-64	155	153	166
	65 & Over	144	138	191

#### Indicator:- 8.5.2: Unemployment Rate by Sex, Age and Region

**Definition:-** This indicator conveys the percentage of persons in the labour force who are unemployed.

8.5.2 Unemployment Rate by Sex, Age and Region				
Region	Ages	Total	Male	Female
All Areas (Pakistan)	<b>All Ages (15+)</b>	<b>7.2</b>	<b>6.0</b>	<b>10.7</b>
	15-24	12.8	12.5	14.0
	25-34	8.3	5.8	14.9
	35-44	4.0	2.8	7.5
	45-54	3.3	2.5	5.8
	55-64	4.2	4.4	3.1
	65 & Over	.8	.9	0.0
Rural	<b>All Ages (15+)</b>	<b>6.6</b>	<b>5.8</b>	<b>8.5</b>
	15-24	11.5	11.6	11.2
	25-34	7.6	5.5	12.0
	35-44	3.7	2.6	6.1
	45-54	3.0	2.5	4.3
	55-64	4.2	4.5	2.8
	65 & Over	.7	.7	0.0
Urban	<b>All Ages (15+)</b>	<b>8.2</b>	<b>6.3</b>	<b>18.2</b>
	15-24	15.8	14.2	23.2
	25-34	9.6	6.3	23.7
	35-44	4.6	3.1	12.6
	45-54	3.7	2.6	11.7
	55-64	4.3	4.3	4.4
	65 & Over	1.1	1.2	0.0

### Indicator: 8.6.1: Proportion of Youth (aged 15-24 years) not in Education, Employment or Training (NEET)

Definition: This indicator conveys the proportion of youth (aged 15-24 years) not in education, employment or training (also known as "the youth NEET rate").

8.6.1: Proportion of youth (aged 15-24 years) not in education, employment or training				
Province	Region	Youth NEET Rate		
		Total	Male	Female
Pakistan	<b>All Areas</b>	<b>28.4</b>	<b>13.0</b>	<b>45.4</b>
	Rural	28.7	12.0	47.0
	Urban	28.0	14.5	42.9
KP	<b>All Areas</b>	<b>32.7</b>	<b>10.5</b>	<b>57.6</b>
	Rural	33.9	10.4	59.9
	Urban	26.8	11.1	45.2
Punjab	<b>All Areas</b>	<b>24.8</b>	<b>12.6</b>	<b>37.6</b>
	Rural	23.5	11.4	36.2
	Urban	26.6	14.3	39.8
Sindh	<b>All Areas</b>	<b>32.0</b>	<b>14.7</b>	<b>51.6</b>
	Rural	34.3	13.9	58.2
	Urban	30.2	15.4	46.5
Balochistan	<b>All Areas</b>	<b>36.0</b>	<b>17.9</b>	<b>60.5</b>
	Rural	38.1	18.8	63.5
	Urban	31.5	16.1	53.8

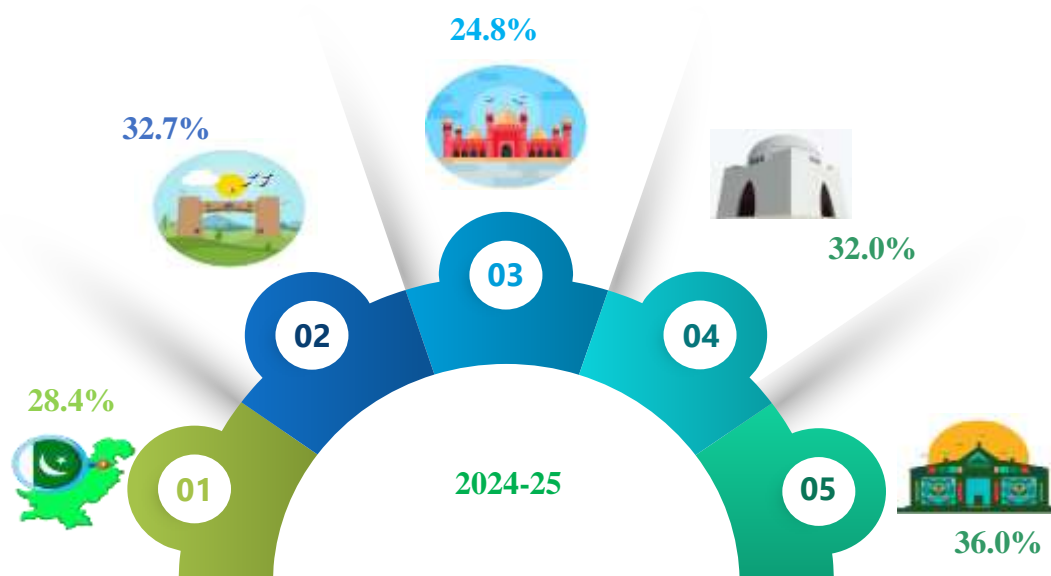


Figure 5.2: Proportion of Youth NEET at National Level

**Indicator: 8.8.1: Non-Fatal Occupational Injuries per 100,000 Workers, by Sex and Migrant Status**

**Definition:** This indicator provides information on the number of non-fatal occupational injuries per 100,000 workers in the reference group during the reference period (last 12 months). It is a measure of the personal likelihood or risk of having a non-fatal occupational injury for each worker in the reference group. The number of occupational injuries expressed per a given number of workers in the reference group is also known as the incidence rate of occupational injuries.

Migrant Status	8.8.1 Non-Fatal Occupational Injury incidence rate per 100,000 workers (Age>=15)				
	Provinces	Region	Total	Male	Female
All Workers		<b>Total</b>	<b>2743</b>	<b>3201</b>	<b>1208</b>
	Pakistan	Rural	2665	3267	1117
		Urban	2887	3100	1556
	KP	<b>Total</b>	<b>3044</b>	<b>3456</b>	<b>1188</b>
		Rural	3008	3434	1130
	Urban	3239	3575	1543	
		<b>Total</b>	<b>3094</b>	<b>3895</b>	<b>1002</b>
	Punjab	Rural	3035	4046	1030
		Urban	3204	3669	899
	Sindh	<b>Total</b>	<b>1861</b>	<b>1819</b>	<b>2075</b>
		Rural	1423	1384	1547
	Urban	2308	2188	3591	
<b>Total</b>		<b>1733</b>	<b>1776</b>	<b>1434</b>	
Balochistan	Rural	1479	1584	874	
	Urban	2371	2219	4298	
Non- Migrants		<b>Total</b>	<b>2704</b>	<b>3134</b>	<b>1195</b>
	Pakistan	Rural	2664	3229	1128
		Urban	2782	2979	1464
	KP	<b>Total</b>	<b>3014</b>	<b>3402</b>	<b>1265</b>
		Rural	2977	3377	1212
	Urban	3226	3539	1607	
		<b>Total</b>	<b>3074</b>	<b>3837</b>	<b>957</b>
	Punjab	Rural	3075	4035	1025
		Urban	3072	3519	684
	Sindh	<b>Total</b>	<b>1839</b>	<b>1791</b>	<b>2092</b>
		Rural	1422	1384	1547
	Urban	2293	2160	3756	
<b>Total</b>		<b>1537</b>	<b>1572</b>	<b>1298</b>	
Balochistan	Rural	1374	1457	896	
	Urban	1968	1849	3535	

8.8.1 Non-Fatal Occupational Injury incidence rate per 100,000 workers (age>=15)					
Migrant Status	Provinces	Region	Total	Male	Female
Migrants	Pakistan	<b>Total</b>	<b>3286</b>	<b>4303</b>	<b>1332</b>
		Rural	2690	4292	994
		Urban	3847	4310	2077
	KP	<b>Total</b>	<b>3418</b>	<b>4144</b>	<b>249</b>
		Rural	3437	4209	0
		Urban	3351	3904	1091
	Punjab	<b>Total</b>	<b>3341</b>	<b>4773</b>	<b>1347</b>
		Rural	2378	4368	1069
		Urban	4237	4972	1980
	Sindh	<b>Total</b>	<b>2308</b>	<b>2448</b>	<b>1816</b>
		Rural	1501	1421	1541
		Urban	2497	2541	2177
Balochistan	<b>Total</b>	<b>6947</b>	<b>7237</b>	<b>4992</b>	
	Rural	6050	7193	0	
	Urban	7659	7271	10931	

### 8.9.2: Proportion of Employed Persons in the tourism industries

**Definition:** The employed persons comprise “all persons of working age who, during a short reference period (last week), were engaged in any activity to produce goods or provide services for pay or profit” (ILO, 2023). The indicator shows the number of persons employed in tourism industries in any of their jobs. The tourism industries comprise all establishments for which the principal activity is a tourism characteristic activity, as defined in the International Recommendations for Tourism Statistics 2008 (IRTS 2008) (United Nations and World Tourism Organization, 2010).

8.9.2 Proportion of Employed Persons in the tourism industries									
Province/Areas	All Areas			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
<b>Pakistan</b>	<b>6.9</b>	<b>8.8</b>	<b>0.7</b>	<b>5.5</b>	<b>7.4</b>	<b>0.6</b>	<b>9.6</b>	<b>10.9</b>	<b>1.0</b>
KP	8.2	9.9	0.5	7.7	9.3	0.5	11.1	13.2	0.4
Punjab	6.2	8.4	0.7	4.6	6.5	0.6	9.4	11.1	1.0
Sindh	7.3	8.6	0.5	5.1	6.6	0.2	9.5	10.3	1.5
Balochistan	9.5	10.7	1.6	9.2	10.6	1.5	10.3	11.0	1.8

## Indicator 9.2.2: Manufacturing Employment as a Proportion of Total Employment

**Definitions:** This indicator presents the share of manufacturing employment in total employment.

9.2.2: Manufacturing employment as a proportion of total employment (%)				
Provinces	Region	Total	Male	Female
Pakistan	<b>All Areas</b>	<b>14.8</b>	<b>14.8</b>	<b>14.7</b>
	Rural	11.7	11.2	12.9
	Urban	20.7	20.5	21.9
KP	<b>All Areas</b>	<b>11.8</b>	<b>11.0</b>	<b>15.5</b>
	Rural	11.2	10.3	15.0
	Urban	15.4	14.7	18.9
Punjab	<b>All Areas</b>	<b>16.1</b>	<b>16.6</b>	<b>14.5</b>
	Rural	13.5	13.9	12.7
	Urban	20.9	20.8	21.7
Sindh	<b>All Areas</b>	<b>15.5</b>	<b>15.4</b>	<b>15.9</b>
	Rural	8.7	7.2	13.4
	Urban	22.7	22.6	23.3
Balochistan	<b>All Areas</b>	<b>6.0</b>	<b>5.5</b>	<b>9.1</b>
	Rural	4.2	3.8	6.3
	Urban	10.6	9.4	25.3

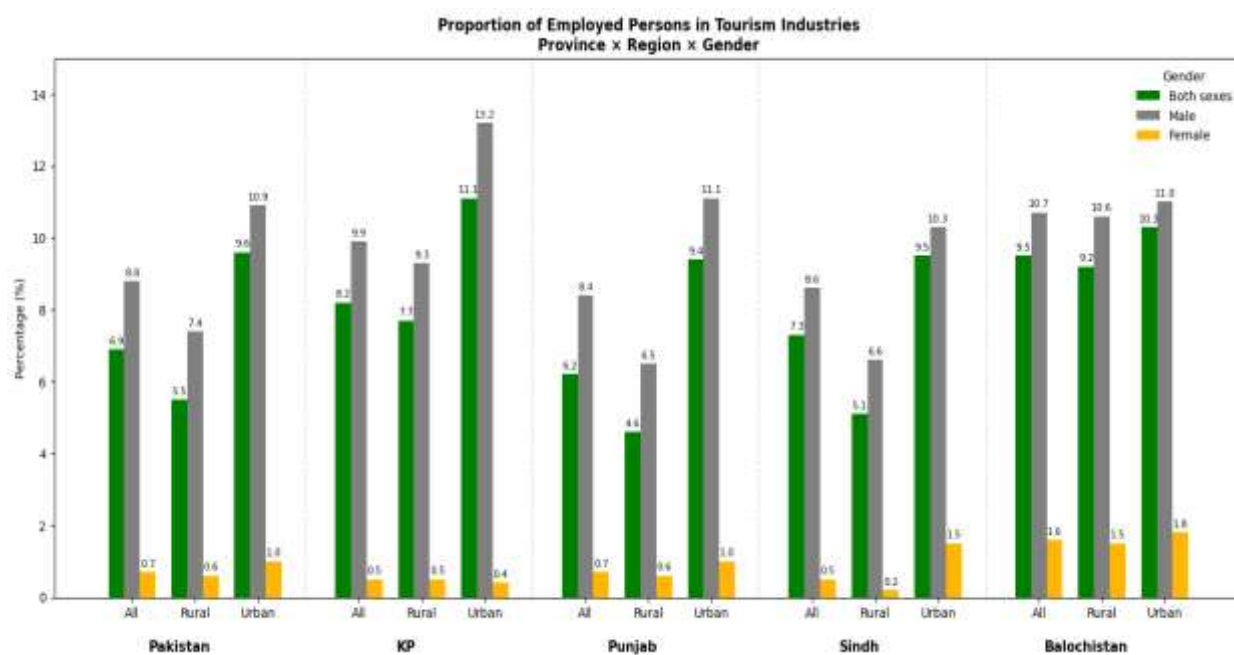


Figure 5.2: Proportion of Employed Persons in Tourism Industry at National Level & Provincial Level

# Sustainable Development Goals 2021

**Indicator:- 4.3.1: Participation Rate of Youth and Adults informal and Informal Education and Training in the previous 12 Months by Sex**

Definition:- The percentage of youth and adults in a given age range (e.g.) 15-24 years,(25 years and over) participating in formal or non-formal education or training in a given time period (e.g. last 12 months).

<b>4.3.1 Participation Rate of Youth and Adults in Formal &amp; Informal Education &amp; Training</b>						
<b>Province/Area</b>	<b>Youth (15-24 Years)</b>			<b>Adult (25 Years and Over)</b>		
	<b>Total</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>
<b>Pakistan</b>						
<b>All Area</b>	<b>29.9</b>	<b>33.3</b>	<b>26.3</b>	<b>0.4</b>	<b>0.6</b>	<b>0.3</b>
Rural	24.0	29.3	18.5	0.3	0.4	0.2
Urban	40.1	40.0	40.2	0.7	0.8	0.6
<b>KP</b>						
<b>All Area</b>	<b>31.1</b>	<b>42.8</b>	<b>18.6</b>	<b>0.4</b>	<b>0.7</b>	<b>0.2</b>
Rural	29.5	42.0	16.4	0.4	0.6	0.1
Urban	39.6	47.0	31.0	0.8	1.0	0.6
<b>Punjab</b>						
<b>All Area</b>	<b>32.2</b>	<b>32.7</b>	<b>31.7</b>	<b>0.4</b>	<b>0.5</b>	<b>0.4</b>
Rural	25.8	27.7	23.9	0.3	0.3	0.3
Urban	42.9	40.7	45.2	0.7	0.7	0.7
<b>Sindh</b>						
<b>All Area</b>	<b>24.4</b>	<b>27.6</b>	<b>20.9</b>	<b>0.4</b>	<b>0.7</b>	<b>0.2</b>
Rural	12.2	17.6	6.5	0.1	0.1	0.0
Urban	35.9	36.8	34.9	0.7	1.1	0.3
<b>Balochistan</b>						
<b>All Area</b>	<b>24.5</b>	<b>32.8</b>	<b>14.4</b>	<b>0.5</b>	<b>0.8</b>	<b>0.1</b>
Rural	20.5	29.4	9.6	0.4	0.7	0.1
Urban	33.9	40.6	25.7	0.5	0.9	0.1

### Indicator: 5.5.2: Proportion of women in Managerial Positions

**Definition:-** This indicator refers to the proportion of females in the total number of persons employed in managerial positions.

5.5.2 Proportion of women in Managerial Positions			
Province/Areas	All Areas	Rural	Urban
<b>Pakistan</b>	<b>5.7</b>	<b>7.6</b>	<b>4.9</b>
KP	8.9	11.2	4.4
Punjab	6.2	5.0	6.7
Sindh	2.3	2.4	2.3
Balochistan	9.3	13.9	1.3

### Indicator: 5.5.2.b Proportion of women in Senior and Middle Management Positions

**Definition:-** This indicator refers to the proportion of females in the total number of persons employed in senior and middle management positions.

5.5.2.b: Proportion of women in Senior And Middle Management Positions			
Province/Areas	All Areas	Rural	Urban
<b>Pakistan</b>	<b>7.8</b>	<b>10.4</b>	<b>6.7</b>
KP	11.4	14.0	6.0
Punjab	8.3	6.8	8.8
Sindh	3.3	4.5	3.2
Balochistan	14.0	20.5	1.9

### Indicator: 8.6.1: Proportion of youth (aged 15-24 years) not in education, employment or training

**Definition:** This indicator conveys the proportion of youth (aged 15-24 years) not in education, employment or training (also known as "the youth NEET rate").

8.6.1: Proportion of youth (aged 15-24 years) not in education, employment or training				
Province	Region	Total	Youth NEET Rate	
			Male	Female
Pakistan	<b>All Areas</b>	<b>32.5</b>	<b>10.5</b>	<b>55.3</b>
	Rural	33.1	9.8	56.7
	Urban	31.4	11.7	52.9
KP	<b>All Areas</b>	<b>38.0</b>	<b>9.8</b>	<b>68.2</b>
	Rural	38.8	9.8	69.2
	Urban	34.1	9.9	62.3
Punjab	<b>All Areas</b>	<b>28.3</b>	<b>10.4</b>	<b>46.0</b>
	Rural	28.2	10.0	45.7
	Urban	28.5	11.1	46.6
Sindh	<b>All Areas</b>	<b>36.2</b>	<b>10.3</b>	<b>64.9</b>
	Rural	37.7	7.8	69.7
	Urban	34.8	12.5	60.1
Balochistan	<b>All Areas</b>	<b>41.8</b>	<b>14.1</b>	<b>75.4</b>
	Rural	42.1	13.3	77.0
	Urban	41.0	15.8	71.6

**Indicator:- 8.3.1: Proportion of Informal Employment in total Employment by Sector and Sex**

**Definition:-** This indicator presents the share of employment which is classified as informal employment in the total economy and separately in agriculture and in non-agriculture.

<b>8.3.1 Proportion of Informal Employment in Total Employment and Non-Agriculture Employment</b>						
<b>Province/Area</b>	<b>Proportion of Informal Employment in Total</b>			<b>Proportion of Informal Employment in Non-agriculture Employment</b>		
	<b>Total</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>
<b>Pakistan</b>						
<b>All Area</b>	<b>45.4</b>	<b>52.5</b>	<b>21.0</b>	<b>72.2</b>	<b>73.2</b>	<b>64.9</b>
Rural	36.5	44.6	15.5	75.9	76.7	70.4
Urban	64.1	65.9	49.3	68.3	69.5	57.8
<b>KP</b>						
<b>All Area</b>	<b>51.2</b>	<b>57.6</b>	<b>22.1</b>	<b>75.2</b>	<b>76.7</b>	<b>61.0</b>
Rural	48.2	54.9	20.7	76.1	77.1	66.4
Urban	67.2	71.0	35.9	72.0	75.4	41.7
<b>Punjab</b>						
<b>All Area</b>	<b>44.5</b>	<b>53.2</b>	<b>20.9</b>	<b>72.4</b>	<b>73.8</b>	<b>64.2</b>
Rural	35.2	45.0	14.9	75.8	77.0	69.4
Urban	64.6	66.9	50.4	68.8	70.5	58.0
<b>Sindh</b>						
<b>All Area</b>	<b>44.4</b>	<b>48.7</b>	<b>22.3</b>	<b>69.7</b>	<b>69.4</b>	<b>72.8</b>
Rural	28.8	33.1	15.0	76.4	75.3	84.8
Urban	62.6	63.5	50.5	66.5	66.8	62.6
<b>Balochistan</b>						
<b>All Area</b>	<b>44.7</b>	<b>49.3</b>	<b>13.9</b>	<b>72.9</b>	<b>74.0</b>	<b>54.7</b>
Rural	38.6	43.6	11.6	75.0	76.3	55.6
Urban	63.5	64.7	38.5	69.4	70.0	52.1

**Indicator:- 8.5.1: Average Hourly Earnings of Employees by Sex, Age, Occupation and persons with Disabilities**

Definition:- This indicator provides information on the mean hourly earnings from paid employment of employees by sex, occupation, age and disability status.

<b>8.5.1 Average Hourly Earnings of Employees by Sex, Age, Occupation and persons with Disabilities</b>				
<b>Occupation/Sex</b>	<b>Ages</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>
Total	<b>All Ages</b>	<b>128.2</b>	<b>126.6</b>	<b>145.7</b>
	15-24	118.9	117.3	140.7
	25-34	128.4	123.2	209.3
	35-44	112.1	109.4	132.1
	45-54	131.7	136.7	90.9
	55-64	181.5	181.3	193.5
	65 & Over	169.8	163.0	241.0
Mangers	<b>All Ages</b>	<b>447.3</b>	<b>467.6</b>	<b>329.5</b>
	15-24	595.2	595.2	-
	25-34	551.5	551.5	-
	35-44	320.9	314.1	329.5
	45-54	441.1	441.1	-
	55-64	394.1	394.1	-
	65 & Over			
Professionals	<b>All Ages</b>	<b>258.2</b>	<b>240.2</b>	<b>319.6</b>
	15-24	165.4	99.9	279.7
	25-34	257.0	196.2	398.2
	35-44	182.0	176.8	223.2
	45-54	239.8	239.8	-
	55-64	393.9	393.9	-
	65 & Over	513.9	638.6	297.6
Technicians	<b>All Ages</b>	<b>171.3</b>	<b>170.8</b>	<b>185.1</b>
	15-24	152.1	152.1	-
	25-34	169.3	169.3	-
	35-44	120.6	118.7	141.7
	45-54	211.3	214.0	200.5
	55-64	226.8	226.8	-
	65 & Over	229.7	229.7	-

### 8.5.1 Average Hourly Earnings of Employees by Sex, Age, Occupation and persons with Disabilities

Occupation/Sex	Ages	Total	Male	Female
Clerical support workers	<b>All Ages</b>	<b>155.5</b>	<b>155.5</b>	-
	15-24	81.6	81.6	-
	25-34	158.5	158.5	-
	35-44	83.5	83.5	-
	45-54	221.8	221.8	-
	55-64	274.0	274.0	-
	65 & Over	184.9	184.9	-
Services and Sale workers	<b>All Ages</b>	<b>97.6</b>	<b>99.9</b>	<b>51.9</b>
	15-24	86.6	86.6	-
	25-34	93.5	93.5	-
	35-44	90.0	98.7	52.2
	45-54	120.7	123.2	49.6
	55-64	127.9	127.9	-
	65 & Over	88.4	88.4	-
Skilled Agriculture & Forestry Workers	<b>All Ages</b>	<b>94.0</b>	<b>94.0</b>	-
	15-24	104.2	104.2	-
	25-34	109.1	109.1	-
	35-44	79.4	79.4	-
	45-54	-	-	-
	55-64	-	-	-
	65 & Over	-	-	-
Craft and related trade workers	<b>All Ages</b>	<b>107.6</b>	<b>110.1</b>	<b>79.4</b>
	15-24	106.7	107.6	54.5
	25-34	85.2	88.4	39.1
	35-44	113.0	120.6	82.7
	45-54	141.6	141.6	-
	55-64	167.0	163.9	193.5
	65 & Over	66.4	66.4	-

8.5.1 Average Hourly Earnings of Employees by Sex, Age, Occupation and persons with Disabilities				
Occupation/Sex	Ages	Total	Male	Female
	<b>All Ages</b>	<b>90.8</b>	<b>87.9</b>	<b>181.1</b>
	15-24	88.6	88.6	-
	25-34	94.9	94.9	-
	35-44	75.6	75.6	-
	45-54	106.2	96.7	181.1
	55-64	87.2	87.2	-
	65 & Over	60.6	60.6	-
Elementary Occupation	<b>All Ages</b>	<b>94.1</b>	<b>97.1</b>	<b>62.0</b>
	15-24	106.5	110.3	72.5
	25-34	89.5	91.8	50.1
	35-44	80.7	81.2	66.5
	45-54	86.1	93.5	54.0
	55-64	125.0	125.0	-
	65 & Over	71.4	71.2	72.0

**Indicator:- 8.5.2: Unemployment Rate by Sex, Age and Persons without Disabilities**

**Definition:-** This unemployment rate conveys the percentage of persons in the labour force who are unemployed..

8.5.2 Unemployment Rate by Sex, Age and Person without Disability				
Region/Sex	Ages	Total	Male	Female
Pakistan	<b>All Ages</b>	<b>6.3</b>	<b>5.5</b>	<b>9.2</b>
	15-24	11.1	10.0	14.4
	25-34	7.3	5.4	13.3
	35-44	2.9	2.9	2.9
	45-54	3.9	4.1	3.3
	55-64	2.8	2.6	3.7
	65 & Over	0.9	0.9	0.1
Rural	<b>All Ages</b>	<b>5.8</b>	<b>5.2</b>	<b>7.6</b>
	15-24	10.0	8.9	12.5
	25-34	6.8	5.0	11.1
	35-44	2.9	3.5	1.4
	45-54	3.6	4.0	2.7
	55-64	2.1	1.7	3.8
	65 & Over	0.6	0.7	0.1

	<b>All Ages</b>	<b>7.3</b>	<b>6.0</b>	<b>16.4</b>
Urban	15-24	13.9	12.2	24.5
	25-34	8.3	6.1	21.8
	35-44	3.0	2.1	9.0
	45-54	4.4	4.2	6.2
	55-64	4.5	4.6	3.4
	65 & Over	1.7	1.8	0.0

**Indicator:- 8.5.2: Unemployment Rate by Sex, Age and Persons with Disabilities**

Definition:- This unemployment rate conveys the percentage of persons in the labour force who are unemployed.

8.5.2 Unemployment Rate by Sex, Age and Person with Disability				
Region/Sex	Ages	Total	Male	Female
Pakistan	<b>All Ages</b>	<b>14.6</b>	<b>15.7</b>	<b>7.8</b>
	15-24	18.8	20.7	8.9
	25-34	13.6	14.8	5.6
	35-44	13.5	14.3	7.9
	45-54	20.0	23.2	1.5
	55-64	10.9	8.6	22.6
	65 & Over	2.2	2.2	1.9
Rural	<b>All Ages</b>	<b>13.3</b>	<b>15.1</b>	<b>4.8</b>
	15-24	16.6	19.8	1.1
	25-34	13.7	16.3	1.4
	35-44	13.4	14.9	5.2
	45-54	15.4	19.5	0.0
	55-64	11.8	8.7	24.9
	65 & Over	1.3	1.2	2.9
Urban	<b>All Ages</b>	<b>17.4</b>	<b>16.9</b>	<b>25.1</b>
	15-24	24.4	22.9	33.9
	25-34	13.2	11.8	46.2
	35-44	13.5	13.1	18.4
	45-54	29.1	29.1	26.9
	55-64	7.6	8.2	0.0
	65 & Over	3.7	3.9	0.0

**Indicator: 8.8.1: Non-fatal occupational injuries per 100,000 workers, by sex and migrant status**

**Definition:** This indicator provides information on the number of non-fatal occupational injuries per 100,000 workers in the reference group during the reference period. It is a measure of the personal likelihood or risk of having a non-fatal occupational injury for each worker in the reference group. The number of occupational injuries expressed per a given number of workers in the reference group is also known as the incidence rate of occupational injuries.

Migrant Status	8.8.1 Non-Fatal Occupational Injury incidence rate per 100,000 workers				
	Provinces	Region	Total	Male	Female
All Workers	Pakistan	<b>Total</b>	<b>2691.5</b>	<b>3199.7</b>	<b>972.1</b>
		Rural	2746.1	3458.2	936.6
		Urban	2575.8	2756.2	1160.0
	KP	<b>Total</b>	<b>2919.8</b>	<b>3309.9</b>	<b>1191.9</b>
		Rural	2961.5	3382.2	1254.5
		Urban	2687.7	2947.3	556.1
	Punjab	<b>Total</b>	<b>3049.7</b>	<b>3924.4</b>	<b>719.2</b>
		Rural	2929.2	4056.2	667.6
		Urban	3313.9	3699.5	984.5
	Sindh	<b>Total</b>	<b>1873.6</b>	<b>1896.9</b>	<b>1752.8</b>
		Rural	2340.1	2495.7	1845.0
		Urban	1327.2	1322.1	1393.1
Balochistan	<b>Total</b>	<b>1643.5</b>	<b>1620.7</b>	<b>1790.5</b>	
	Rural	1494.0	1553.9	1186.2	
	Urban	2112.8	1804.6	8835.7	
Non- Migrants	Pakistan	<b>Total</b>	<b>2678.5</b>	<b>3169.8</b>	<b>940.7</b>
		Rural	2744.7	3429.9	910.5
		Urban	2527.3	2687.8	1123.7
	KP	<b>Total</b>	<b>2737.6</b>	<b>3164.4</b>	<b>823.1</b>
		Rural	2783.9	3257.6	838.4
		Urban	2470.9	2681.7	656.7
	Punjab	<b>Total</b>	<b>3062.0</b>	<b>3900.8</b>	<b>719.6</b>
		Rural	2990.2	4068.7	702.4
		Urban	3233.7	3587.6	822.3
	Sindh	<b>Total</b>	<b>1929.9</b>	<b>1962.6</b>	<b>1754.1</b>
		Rural	2337.2	2492.8	1806.6
		Urban	1410.0	1401.1	1531.4
Balochistan	<b>Total</b>	<b>1700.0</b>	<b>1678.3</b>	<b>1839.1</b>	
	Rural	1533.9	1596.5	1213.5	
	Urban	2238.8	1910.2	9523.5	

Migrant Status	8.8.1 Non-Fatal Occupational Injury incidence rate per 100,000 workers				
	Provinces	Region	Total	Male	Female
Migrants		<b>Total</b>	<b>2819.8</b>	<b>3529.3</b>	<b>1195.8</b>
	Pakistan	Rural	2764.4	3922.9	1158.6
		Urban	2880.5	3224.8	1291.7
		<b>Total</b>	<b>4762.6</b>	<b>4820.4</b>	<b>4535.9</b>
	KP	Rural	4868.2	4757.7	5264.4
		Urban	4331.8	5053.5	0.0
		<b>Total</b>	<b>2945.8</b>	<b>4151.1</b>	<b>716.8</b>
	Punjab	Rural	2246.6	3877.5	400.9
		Urban	3740.3	4361.7	1493.7
		<b>Total</b>	<b>1144.6</b>	<b>969.8</b>	<b>1740.9</b>
	Sindh	Rural	2421.0	2644.4	2258.9
		Urban	686.8	689.1	666.0
		<b>Total</b>	<b>52.2</b>	<b>58.2</b>	<b>0.0</b>
	Balochistan	Rural	51.9	60.1	0.0
		Urban	52.6	55.6	0.0

### 8.9.2: Proportion of Employed Persons in the tourism industries

**Definition:** The employed persons comprise “all persons of working age who, during a short reference period (last week), were engaged in any activity to produce goods or provide services for pay or profit” (ILO, 2023). The indicator shows the number of persons employed in tourism industries in any of their jobs. The tourism industries comprise all establishments for which the principal activity is a tourism characteristic activity, as defined in the International Recommendations for Tourism Statistics 2008 (IRTS 2008) (United Nations and World Tourism Organization, 2010).

8.9.2 Proportion of Employed Persons in the tourism industries									
Province/Areas	All Areas			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
<b>Pakistan</b>	<b>6.4</b>	<b>8.3</b>	<b>0.2</b>	<b>4.9</b>	<b>6.8</b>	<b>0.1</b>	<b>9.7</b>	<b>10.9</b>	<b>6.4</b>
KP	7.6	9.2	0.1	6.8	8.5	0.0	11.8	13.2	7.6
Punjab	6.0	8.1	0.2	4.3	6.4	0.1	9.6	11.0	6.0
Sindh	6.7	7.9	0.2	4.3	5.6	0.1	9.4	10.1	6.7
Balochistan	8.0	9.2	0.1	7.1	8.5	0.1	10.6	11.1	8.0

## Indicator 9.2.2: Manufacturing employment as a proportion of total employment

**Definitions:** This indicator presents the share of manufacturing employment in total employment.

9.2.2: Manufacturing employment as a proportion of total employment				
Provinces	Region	Total	Male	Female
Pakistan	<b>All Areas</b>	<b>14.9</b>	<b>15.1</b>	<b>14.1</b>
	Rural	10.8	10.6	11.3
	Urban	23.3	22.6	28.6
KP	<b>All Areas</b>	<b>10.7</b>	<b>10.1</b>	<b>13.2</b>
	Rural	10.0	9.5	12.4
	Urban	14.2	13.3	21.7
Punjab	<b>All Areas</b>	<b>16.5</b>	<b>17.4</b>	<b>13.9</b>
	Rural	12.5	13.2	10.9
	Urban	25.0	24.5	28.4
Sindh	<b>All Areas</b>	<b>15.3</b>	<b>15.2</b>	<b>16.0</b>
	Rural	8.0	6.7	12.1
	Urban	23.8	23.3	31.2
Balochistan	<b>All Areas</b>	<b>6.3</b>	<b>5.4</b>	<b>11.9</b>
	Rural	5.3	4.4	10.0
	Urban	9.4	8.3	32.7

## **Annexure-I**

**Table A1 : Population and Labour Force (Millions)**

Pakistan	2007-08	2008-09	2009-10	2010-11	2012-13	2013-14	2014-15	2017-18	2018-19	2020-21	2024-25
Total Population	163.7	167.2	170.3	174.4	181.7	185.4	189.2	206.6	214.5	222.4	250.5
Urban	54.9	56.1	57.3	58.5	61.3	64.6	65.8	75.4	79.1	80.3	96.7
Rural	108.8	111.1	113.0	115.9	120.4	120.8	123.4	131.2	135.4	142.1	153.8
Population (15+)	93.1	95.9	97.4	102.1	107.5	108.0	110.2	122.2	126.9	133.5	150.8
KPK	12.5	12.9	12.9	13.8	14.7	14.1	14.5	17.6	18.2	21.4	25.0
Punjab	54.2	55.9	56.8	59.0	61.7	62.3	63.5	70.0	73.0	74.7	83.3
Sindh	22.4	23.1	23.8	25.2	26.4	26.0	26.6	29.5	29.0	30.3	34.7
Balochistan	4.0	4.0	3.9	4.1	4.7	5.6	5.6	5.1	6.7	7.2	7.8
Labour force (15+)	48.8	50.9	52.2	54.5	57.1	57.3	58.6	63.4	66.8	70.9	75.4
KPK	5.9	6.1	6.0	6.3	6.5	6.3	6.4	7.5	8.4	10.2	11.2
Punjab	29.2	30.4	31.6	32.8	34.2	35.1	35.5	38.6	40.1	41.4	43.6
Sindh	11.7	12.3	12.6	13.3	14.0	13.2	13.7	14.7	14.9	15.8	17.1
Balochistan	2.0	2.1	2.0	2.1	2.4	2.7	3.0	2.5	3.4	3.5	3.6

Source: PBS, various years, Pakistan Labour Force Survey

**Table A2: Percentage Distribution of the Enrolled Population of Age 15 Years and Above by Education Attainment Level**

Level of education	2007-08	2008-09	2009-10	2010-11	2012-13	2013-14	2014-15	2017-18	2018-19	2020-21	2024-25
<b>Middle but below matric</b>											
Both sexes	1.4	1.2	1.2	1.2	1.3	1.3	1.2	1.2	1.0	1.0	0.4
Male	1.7	1.5	1.5	1.5	1.6	0.8	1.4	1.5	1.3	1.2	0.4
Female	1.0	0.9	0.9	0.9	1.0	0.5	0.9	1.0	0.8	0.8	0.3
<b>Matric but below intermediate</b>											
Both sexes	3.9	4.1	4.0	4.2	4.0	4.0	4.2	3.9	4.2	3.4	3.5
Male	4.8	5.0	4.8	5.0	4.9	2.4	5.1	4.7	5.0	4.1	3.6
Female	3.0	3.3	3.1	3.3	3.2	1.5	3.4	3.1	3.3	2.7	3.3
<b>Intermediate but below degree</b>											
Both sexes	2.7	2.9	2.9	3.0	3.2	3.2	3.4	3.3	3.7	2.6	3.6
Male	3.2	3.5	3.3	3.5	3.8	1.9	3.8	3.9	4.4	2.8	3.7
Female	2.3	2.4	2.4	2.4	2.6	1.3	2.9	2.7	3.0	2.3	3.6
<b>Degree</b>											
Both sexes	2.0	2.2	2.4	2.4	2.6	2.7	2.8	2.7	2.7	2.0	4.1
Male	2.2	2.4	2.6	2.6	3.0	1.6	3.1	2.9	3.0	1.9	4.4
Female	1.8	2.0	2.1	2.1	2.2	1.2	2.4	2.4	2.3	2.0	3.9
<b>All education levels</b>											
Both sexes	10.0	10.5	10.4	10.7	11.2	11.3	11.5	11.1	11.6	9.0	11.6
Male	11.9	12.4	12.1	12.6	13.3	6.7	13.3	13.0	13.7	10.0	12.0
Female	8.0	8.6	8.5	8.7	9.1	4.6	9.7	9.2	9.5	7.9	11.2

Source: PBS, various years, Pakistan Labour Force Survey