PAKISTAN LABOUR FORCE SURVEY 2024 -25

- Agriculture
- Whole Sale & Retail Trade
- Manufacturing
- Transport
- Construction
- Community & Social Services

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

LABOUR FORCE SURVEY

2024-25

Thirty-seventh round

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

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Labour Force statistics are pivotal to manpower planning, human resource development, and economic growth. The labour force survey are conducted in various countries to gauge their labour force, composition of labour force, and surplus labour force etc. These statistics are basic need for policy formulation regarding labour issues, capacity building, employment, future projections and comparison with the past. Pakistan Bureau of Statistics has been conducting Labour Force Surveys (LFS) since 1963. So far, 36th rounds of series have completed and the LFS 2024-25 is 37th in series having sample size of 54,832 households. Survey data is extensively use by the government functionaries, researchers and other users at large.

This report presents annual estimates of the LFS 2024-25 at national and provincial level. Detailed information on labour force characteristics has been provided on the basis of statistics collected at household level to produce gender disaggregated national and provincial level estimates with urban-rural breakdown. The results provided through this survey are pivotal to study the situation of employment, unemployment and participation rate, etc.

The in-hand report of LFS 2024-25 is very useful document providing detailed information about labour market at national and provincial level. The data presented in this report can be used for evidence-based decision making by the policy makers. The planner, the policy makers and researchers, international agencies and public can get benefit by using these statistics for their relevant objectivity.

I must appreciate the endeavors of Pakistan Bureau of Statistics for providing such useful and informative statistics on labour market in the country. Hopefully, this report will be beneficial for data users and stakeholders.

Islamabad   **Dr. Naeem uz Zafar (SI)**
September 2025   **Chief Statistician**

PREFACE

The Labour Force Survey (LFS) 2024-25 is the 37th round in a series of surveys initiated in 1963. The current Labour Force Survey covered 53,974 households. This report provides detailed information on key labour force indicators, such as unemployment rate, labour force participation rate, share of employment in agriculture and non-agriculture sectors, employment by major industries and occupational groups, employment status, underemployment rate, mean hours worked, and monthly wages of paid employees at national and provincial level, with urban/rural breakdowns.

The field activities of the current LFS were carried out during July 2024 to June 2025 to capture the seasonal variation in four provinces. For this purpose, total sample size was evenly distributed into four sub samples, each to be enumerated on quarterly basis. This report provides information on key socio-economic aspects of the country's labour force and results are representative at national and provincial with rural-urban breakup. The data was collected electronically using tablets to improve the quality of the data.

The survey, along with quantification of core variables also estimates important attributes; migration, domestic & care work and occupational injuries & diseases, etc. The estimates are profiled according to latest classifications viz Pakistan Standard Industrial Classification (PSIC 2010 based on ISIC rev-4) and Pakistan Standard Classification of Occupations (PSCO- 2015 in line with ISCO-2008).

I seize this opportunity to acknowledge that all concerned sections of PBS viz Labour Statistics Section, Sample Design Section, Field Services Section and Data Processing Centre have performed their role with dedication and efficacy in the pursuit of actualizing the survey output by the stipulated period and according to the norms of adequacy, reliability and serviceability. Efforts have been made to make this report a comprehensive, informative and useful document for planners, decision makers, researchers, economists and other beneficiaries at large.

Pakistan Bureau of statistics has always been providing latest information on various sectors of the economy. The in-hand report of LFS is a beneficial and useful addition in the series of PBS activities. Suggestions for further improvement of the LFS are welcome.

Islamabad   **Muhammad Sarwar Gondal (SI)**
September 2025   **Member (SS/RM)**

ACKNOWLEDGMENT

First and foremost, I would like to express my profound gratitude and sincere appreciation to the Chief Statistician and the Member (SS/RM) of the Pakistan Bureau of Statistics (PBS) for their valuable guidance and suggestions in improving the Labour Force Survey 2024-25 estimates. Their diverse experience, keen interest, and deep understanding of the subject have been instrumental in shaping the final text and statistical outputs of this report.

Special thanks are extended to the esteemed members of the Technical Committee for their insightful contributions and guidance in the design of the survey questionnaire. I would also like to acknowledge Mr. Sarwar Gondal, Member (RM/SS), and his dedicated team for developing the software application that greatly facilitated the survey operations.

I am very grateful to Ms. Azizullah Bhatti, Director, Data Processing Center and his team for ensuring timely synchronization of data, data cleaning and finalization of indicators tables. I am also grateful to Ms. Rumana Sadaf, Chief Statistical Officer, Sample Design Section and her team for their meticulous work in sample designing. I am also thankful to Mr. Rafique Hussain Talpur, Director Field Services-I, Mr. Muhammad Suhaib Director, Field Services-II, for their leadership in managing field operations. I also appreciate the untiring efforts of Mr.Muhammad Najeeb Ullah Chief Statistical Officer (LFS) and his team for their hard work in designing questionnaire, imparting training, data cleaning, analysis of indicators trend and report writing within the stipulated time frame.

I sincerely appreciate the valuable feedback and suggestions provided by stakeholders, which contributed significantly to refining the survey questionnaire.

We warmly invite users to share their comments and suggestions to help us to further improve future editions of this report.

Islamabad
September 2025

(Shaukat Ali Khan)
Deputy Director General

International Standards

The International Conference of Labour Statisticians (ICLS) has served as the global standard-setting forum for labour statistics since 1923. The International Labour Organization (ILO) convened the first International Conference of Labour Statisticians (ICLS) in Geneva, Switzerland, in 1923 with the objective of promoting comparability of labour statistics across countries. Since then, the ICLS has generally been held every five years, bringing together government statisticians and experts from member states to develop internationally comparable definitions and methodologies for measuring work, employment, unemployment, and related indicators. These conferences play a vital role in updating statistical standards to reflect the evolving nature of work and employment.

Over the years, major milestones have shaped the international framework for labour statistics. The 11th ICLS (1966) introduced key definitions of the labour force; the 13th ICLS (1982) focused on informal employment; the 15th ICLS (1993) formalized informal sector statistics; and the 19th ICLS (2013) adopted revised standards redefining "work" and "employment." The most recent 21st ICLS (2023) marked a century of progress, addressing emerging topics such as platform work, green jobs, and digital labour to ensure that global labour statistics remain relevant in a changing world.

The Pakistan Bureau of Statistics (PBS) conducts the Labour Force Survey (LFS) in accordance with the international labour standards established by the ICLS. To align with evolving global practices, the LFS questionnaire is periodically revised based on ICLS recommendations. During 2023 and 2024, a series of meetings were held with ILO experts, and PBS revised the LFS 2024-25 questionnaire in line with the 19th and 21st ICLS recommendations. The revised questionnaire introduced new questions on digital platform employment, unpaid domestic and care work, and freedom of association. It also rephrased several questions and updated the definition of employment according to the 19th ICLS framework.

The previous LFS (2020-21) was conducted using the recommendations of the 13th ICLS (1982), which applied a broader definition of employment. The 19th ICLS (2013) introduced a narrower and more precise definition, limiting employment to work performed for pay or profit mainly intended for others. Under the 13th ICLS, employment included all work performed for pay, profit, or family gain, including unpaid work such as subsistence farming. Under the 19th ICLS, individuals engaged in subsistence agriculture or production mainly for their own use are excluded from employment. These updated standards, adopted by 120 out of 193 UN member countries, marked a major global shift toward harmonized and comparable labour market indicators globally.

For ensuring comparability with the LFS 2020-21 results, own-use subsistence agriculture producers (2.48 million as per LFS 2024-25), classified under codes 3 and 4 in Question 5.10 of the LFS 2024-25 questionnaire, have been included in the agriculture sector employment. However, according to the 19th ICLS standards, these individuals are not considered employed persons. Therefore, in this report, most key indicators have been presented under both the 13th and 19th ICLS frameworks to facilitate accurate comparison and understanding of employment trends.

Executive Summary

The Pakistan Bureau of Statistics (PBS) conducted the Labour Force Survey (LFS) 2024-25 at the provincial level. This is the 37th round in the series of surveys. The data for this survey was collected electronically using tablets. For comparison with LFS 2020-21, the main indicators such as Labour Force Participation Rate, Employment-to-Population Ratio, Unemployment Rate, Labour Force (in millions), Employment by Major Industry Division, have been calculated using the 13th ICLS recommendations. However, indicators such as Average Monthly Wage, Unpaid Domestic and Care Work, and Digital Platform Workers are reported using the 19th ICLS recommendations in this summary. Moreover, key indicators are presented in this report according to both the 13th and 19th ICLS recommendations. The main findings of LFS 2024-25 (as per the 13th ICLS) in comparison with LFS 2020-21 and the 19th ICLS are as follows:

Labour Force Participation Rate

The Labour Force Participation rate which is expressed labour force (employed plus unemployed) as a percentage of 10-plus population, exhibiting an upward trajectory from (44.9% to 47.7%) during the comparative period (2020-21 & 2024-25). A sex-disaggregated analysis reveals increases in participation rates for both males (67.9% to 69.8%) and females (21.4% to 24.4%). Similarly, in rural areas witnessed an increase from (48.6% to 52.3%), while urban areas experienced a modest increase from (38.8% to 40.8%), indicating a consistent growth pattern across gender and geographic locations. As per the 19th ICLS recommendations, the labour force participation rate is (46.3%) overall, with (68.7%) for male and (22.7%) for female.

Labour Force-Absolute Numbers

The labour force encompasses all persons ten years of age and over who are employed (including 2.48 million own use producers) or unemployed during the reference period (past week). The survey results indicated that the labour force increased from (71.8) million in 2020-21 to (85.6) million in 2024-25. This shows (3.5) million per annum are added in the labour force. As per the 19th ICLS recommendations, the total labour force is (83.1) million, comprising (63.2) million male and (19.9) million female.

Employed-Absolute Numbers

The "Employed" comprises all persons ten years of age and over who worked at least one hour during the reference period and were either "paid employed" or "self-employed (including 2.48 million own use producers)". The volume of employed persons increased (12.4) million from (67.3) million in 2020-21 to (79.7) million in 2024-25. This shows (3.1) million people are added in employed labour force per annum. As per the 19th ICLS

(excluding 2.48 million own use producers) recommendations, the total employment is (77.2) million, comprising (59.4) million male and (17.8) million female.

Unemployed-Absolute Numbers

The "unemployed" comprises all persons ten years of age and over who were without work during the reference period (past week) but currently looking and available for work. The comparative surveys figures show that the volume of unemployed person increased by (1.4) million from (4.5) million in 2020-21 to (5.9) million in 2024-25. As per the 19th ICLS recommendations, the total number of unemployed persons remains same 5.9 million, out of which 3.8 million males and 2.1 million females. The number of unemployed persons remains the same under both the 13th and 19th ICLS recommendations.

Unemployment Rate

The comparative results of survey reveal that unemployment rate goes up from (6.3%) in LFS 2020-21 to (6.9%) in the LFS 2024-25. Increase is observed both in case of male (5.5%, 5.9%) and female (8.9%, 9.7%). Generally, the unemployment rate in females is more pronounced as compared to males during the comparative period. Area- wise disaggregated figures indicate that unemployment rate goes up both in urban (7.3%, 8.0%) and in rural areas (5.8%, 6.3%). As per the 19th ICLS recommendations, the overall unemployment rate is (7.1%), with (6.0%) for male, (10.5%) for female, (6.5%) in rural areas and (8.2%) in urban areas.

Employment by Major Industries Division

Comparative surveys estimates indicate changes in the employment shares. Decrease is observed in Agriculture, forestry and fishing (37.4%, 35.1%), Manufacturing (14.9%, 14.4%) while increase is observed in Construction (9.5%, 9.6%), Wholesale & retail trade (14.4%, 15.5%), Transport storage & communication (6.2%, 6.4%), Community/social & personal services (16.0%, 17.4%) and 'Other' category (1.5%, 1.6%). For comparability with LFS 2020-21, own-use producers (2.48 million people, categorized under codes 3 and 4 in Q5.10) are included in the agriculture sector employment, whereas previously they were classified under employment.

As per 19th ICLS recommendations, (33.1%) employed persons are engaged in agriculture, forestry, and fishing, followed by (16.0%) in wholesale and retail trade, (14.8%) in manufacturing, (9.9%) in construction, (6.6%) in transport, storage, and communication, and (17.9%) in community, social, and personal services. A small share (1.6%) is employed in other sectors. Among male, the highest employment is in wholesale and retail trade (20.1%) and agriculture (24.5%), while for female, most (61.4%) are engaged in agriculture, followed by (20.3%) in community and social services.

Employment Status

Employees constitute the largest group (43.5%) followed by Own account workers (36.1%), Contributing family workers (19.1%) and Employers (1.3%). Almost one-half of female worker's toil as contributing family workers (49.7%) and almost one-half of male are working as Employees (49.0%). As for change during the comparative periods is concerned, increase is noticed in share of Employees (42.0%, 43.5%) and Own account worker (35.5%, 36.1%) while share of Contributing family workers (21.1%, 19.1%) and Employers (1.4%, 1.3%) goes down.

Formal & Informal Sector Employment

Non- Agriculture Sector employment is distributed between formal and informal sector. The share of employment in informal sector is more than seven out of ten (72.1%) of non-agricultural employment, with a higher share in rural (75.5%) than urban areas (68.3%). In contrast, formal sector activities are more concentrated in urban areas (31.7%) than rural areas (24.5%). Notably, female participation is higher in formal sector (33.7%) than male (27.0%), while male participation dominates in informal sector (73.0%) than female (66.3%). Over time, formal sector employment has slightly increased, while informal sector employment has marginally decreased.

As per 21st ICLS recommendations, overall employment (agriculture and non-agriculture) is distributed between the formal and informal sectors. The share of formal sector employment is (19.2%), while informal sector employment accounts for (80.8%).

Average Monthly Wage

At national level an average monthly wage of paid employees increased significantly between 2020-21 and 2024-25 rising from PKR 24,028 to PKR 39,042. Average monthly wage of male increased from PKR 24,643 to PKR 39,302 and female from PKR 20,117 to PKR 37,347.

Unpaid Domestic & Care Work

A significant proportion of respondents, particularly female, engage in domestic and care work, with 45.4 million women involved in household chores, 32.1 million in livestock operations and 20.0 million in care giving responsibilities, highlighting their vital roles in these areas.

Digital Platform Employment

Digital platform workers or gig workers, engage in short-term, flexible work arrangements through online platforms. The majority of workers (97.1%) perform physical work, while online

gig work accounts for only (2.9%) of overall employment, with male (3.0%) more likely to engage in online work than female (2.5%).

Key Findings (19th ICLS)

S. No.	Indicators/Year/Age	2024-25 19th ICLS**		
		Total	Male	Female
1	**Labour Force Participation Rate**			
	10 Year & Over	46.3	68.7	22.7
	15 Years & Over	53.9	80.4	26.3
	15-24 Years	44.4	64.7	22.1
	15-29 Years	49.5	72.3	25.3
	15-64 Years	56.0	83.9	27.5
2	**Employment to Population Ratio**			
	10 Year & Over	43.0	64.6	20.4
	15 Years & Over	50.0	75.5	23.5
	15-24 Years	38.7	56.7	19.0
	15-29 Years	43.6	64.6	21.5
	15-64 Years	51.9	78.7	24.5
3	**Unemployment Rate**			
	10 Year & Over	7.1	6.0	10.5
	15 Years & Over	7.2	6.0	10.7
	15-24 Years	12.8	12.5	14.0
	15-29 Years	11.8	10.7	15.2
	15-64 Years	7.3	6.2	10.8
4	**Labour Force (Million)**			
	10 Year & Over	83.1	63.2	19.9
	15 Years & Over	81.2	61.8	19.4
	15-24 Years	20.6	15.7	4.9
	15-29 Years	31.5	23.6	7.8
	15-64 Years	79.2	59.9	19.3
5	**Employment (Million)**			
	10 Year & Over	77.2	59.4	17.8
	15 Years & Over	75.4	58.0	17.4
	15-24 Years	17.9	13.7	4.2
	15-29 Years	27.7	21.1	6.6
	15-64 Years	73.4	56.2	17.2

S. No	Indicators/Year/Age	2024-25		
		Total	Male	Female
6	Unemployed (Million)			
	10 Year & Over	5.9	3.8	2.1
	15 Years & Over	5.8	3.7	2.1
	15-24 Years	2.6	2.0	0.7
	15-29 Years	3.7	2.5	1.2
	15-64 Years	5.8	3.7	2.1
7	Labour Force Participation Rate by Region			
	Pakistan	46.3	68.7	22.7
	Rural	50.3	70.6	29.3
	Urban	40.2	65.9	12.8
8	Employment to Population Ratio by Region			
	Pakistan	43.0	64.6	20.4
	Rural	47.1	66.5	26.9
	Urban	37.0	61.8	10.5
9	Employment by Sector (%)			
	Agriculture	33.1	24.5	61.4
	Industry	25.7	29.0	14.8
	Services	41.2	46.5	23.7
10	Employment Status (%)			
	Employers	1.3	1.7	0.1
	Own Account workers	36.1	39.4	25.2
	Contributing Family Workers	19.1	9.9	49.7
	Employees	43.5	49.0	25.0
11	Unemployment Rate by Region (%)			
	Pakistan	7.1	6.0	10.5
	Rural	6.5	5.8	8.3
	Urban	8.2	6.3	18.1

S.No	Indicators/Region	2024-25		
		Total	**Male**	**Female**
12	**Underemployment Rate (%)**			
	Pakistan	1.6	1.6	1.9
	Rural	1.5	1.4	1.6
	Urban	1.9	1.7	3.0
13	**Activity Status (%)**			
	Share of Formal Sector Employment (%)			
	Pakistan	19.2	20.9	13.6
	Rural	14.1	15.9	9.7
	Urban	28.9	28.9	28.7
	Share of Informal Sector Employment (%)			
	Pakistan	80.8	79.1	86.4
	Rural	85.9	84.1	90.3
	Urban	71.1	71.1	71.3

Note: The 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.

Key Findings (13th ICLS)

S. No.	Indicators/Year/Age	2020-21			2024-25		
		Total	Male	Female	Total	Male	Female
1	**Labour Force Participation Rate (%)**						
	10 Year & Over	44.9	67.9	21.4	47.7	69.8	24.4
	15 Years & Over	52.8	80.8	24.6	55.3	81.4	28.2
	15-24 Years	43.8	64.7	21.9	45.5	65.7	23.3
	15-29 Years	48.6	73.3	24.2	50.6	73.2	26.7
	15-64 Years	54.7	84.0	25.6	57.4	84.7	29.4
2	**Employment to Population Ratio (%)**						
	10 Year & Over	42.1	64.1	19.4	44.4	65.6	22.1
	15 Years & Over	49.4	76.3	22.3	51.5	76.6	25.4
	15-24 Years	38.9	58.2	18.8	39.8	57.6	20.2
	15-29 Years	43.6	66.9	20.5	44.8	65.5	22.9
	15-64 Years	51.2	79.3	23.2	53.3	79.5	26.4
3	**Unemployment Rate (%)**						
	10 Year & Over	6.3	5.5	8.9	6.9	5.9	9.7
	15 Years & Over	6.3	5.5	9.1	7.0	6.0	10.0
	15-24 Years	11.1	10.0	14.4	12.5	12.3	13.2
	15-29 Years	10.3	8.7	15.1	11.5	10.5	14.3
	15-64 Years	6.5	5.6	9.2	7.1	6.1	10.1
4	**Labour Force (Million)**						
	10 Year & Over	71.8	54.9	16.8	85.6	64.2	21.4
	15 Years & Over	70.5	54.2	16.3	83.4	62.6	20.9
	15-24 Years	18.3	13.8	4.5	21.1	15.9	5.1
	15-29 Years	28.5	21.4	7.1	32.2	23.9	8.3
	15-64 Years	68.9	52.8	16.2	81.1	60.5	20.6
5	**Employment (Million)**						
	10 Year & Over	67.3	51.9	15.4	79.7	60.4	19.3
	15 Years & Over	66.0	51.2	14.8	77.6	58.8	18.8
	15-24 Years	16.2	12.4	3.8	18.4	14.0	4.5
	15-29 Years	25.5	19.5	6.0	28.5	21.4	7.1
	15-64 Years	64.5	49.8	14.7	75.3	56.8	18.5

S. No	Indicators/Year/Age	2020-21			2024-25		
		Total	Male	Female	Total	Male	Female
6	Unemployed (Million)						
	10 Year & Over	4.5	3.0	1.5	5.9	3.8	2.1
	15 Years & Over	4.5	3.0	1.5	5.8	3.7	2.1
	15-24 Years	2.0	1.4	0.6	2.6	2.0	0.7
	15-29 Years	2.9	1.9	1.1	3.7	2.5	1.2
	15-64 Years	4.4	3.0	1.5	5.8	3.7	2.1
7	Labour Force Participation Rate by Region						
	Pakistan	44.9	67.9	21.4	47.7	69.8	24.4
	Rural	48.6	69.1	28.0	52.3	72.1	31.7
	Urban	38.8	65.9	10.0	40.8	66.4	13.5
8	Employment to Population Ratio by Region						
	Pakistan	42.1	64.1	19.4	44.4	65.6	22.1
	Rural	45.8	65.5	25.9	49.0	68.0	29.3
	Urban	35.9	61.9	8.4	37.5	62.2	11.1
9	Employment by Sector (%)						
	Agriculture	37.4	28.4	67.9	35.1	25.8	64.4
	Industry	25.4	28.5	14.7	24.9	28.5	13.7
	Services	37.2	43.0	17.4	39.9	45.7	21.9
10	Employment Status (%)						
	Employers	1.4	1.8	0.1	1.3	1.7	0.1
	Own Account workers	35.5	40.4	19.0	36.1	39.4	25.2
	Contributing Family Workers	21.1	10.8	55.9	19.1	9.9	49.7
	Employees	42.0	47.0	25.0	43.5	49.0	25.0
11	Unemployment Rate by Region (%)						
	Pakistan	6.3	5.5	8.9	6.9	5.9	9.7
	Rural	5.8	5.1	7.4	6.3	5.7	7.6
	Urban	7.3	6.0	16.4	8.0	6.3	17.3

	Indicators/Region	2020-21			2024-25		
		Total	Male	Female	Total	Male	Female
12	Underemployment Rate (%)						
	Pakistan	1.5	1.4	1.9	1.6	1.6	1.9
	Rural	1.6	1.6	1.7	1.5	1.4	1.6
	Urban	1.4	1.1	3.2	1.9	1.7	3.0
13	Activity Status (%)						
	Share of Formal Sector Employment (%)						
	Pakistan	27.5	26.6	34.5	27.9	27.0	33.7
	Rural	23.8	23.0	28.9	24.5	23.7	29.1
	Urban	31.5	30.3	42.1	31.7	30.6	41.5
	Share of Informal Sector Employment (%)						
	Pakistan	72.5	73.4	65.5	72.1	73.0	66.3
	Rural	76.2	77.0	71.1	75.5	76.3	70.9
	Urban	68.5	69.7	57.9	68.3	69.4	58.5

Note: For ensuring comparability with LFS 2020-21, own-use subsistence agriculture producers (2.48 million as per LFS 2024-25), classified under codes 3 and 4 in Question 5.10, have been included in the agriculture sector employment. However, according to the 19th ICLS standards, these individuals are not considered employed persons.

Table of Contents

List of Tables

List of Figures

Acronyms

EPR	Employment to Population Ratio
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
NIPS	National Institute of Population Studies
ICSE	International Classification of Status of Employment
PSIC	Pakistan Standard Industrial Classification
PSCO	Pakistan Standard Classification of Occupations
GPG	Gender Pay Gap
CV	Coefficient of Variation

Chapter

01

Introduction

Chapter-1: Introduction

1.1 Background

The Pakistan Bureau of Statistics (PBS) has been conducting the Labour Force Survey (LFS) since 1963, with a commitment to continually enhancing the questionnaire and methodology to align with international best practices. To achieve this, the PBS convenes the "Panel on Labour Statistics" a forum comprising key stakeholders, to ensure the survey remains relevant and effective. Over the years, the survey has undergone significant improvements, including the expansion of its scope in 2001-02 to include Occupational Safety and Health metrics (OSH). Recently, the LFS 2024-25 questionnaire has been reviewed and revised in light of latest international standards (19th ICLS). Furthermore, new questions on gig workers, domestic and care work, and freedom of association have incorporated in the LFS 2024-25 questionnaire. PBS conducts Labour force Survey using labour standards set by International Conference of Labour Statisticians (ICLS). ICLS convened after every 5-years under auspices of International Labour Organization (ILO). ICLS serves as the global standard-setting forum for labour statistics. So far, 21 Conferences has been held. 13th ICLS was held in 1982 and 19th ICLS in 2013. The standards of 19th ICLS have been adopted by 120 out of 193 UN-Members countries. Under the 13th ICLS, the definition of employment was broader. It included all work performed for pay, profit, or family gain, even if it was unpaid, such as subsistence farming. Under 19th ICLS, the definition of employment is narrower and more precise, it includes only work performed for pay or profit and mainly intended for others. Individuals engaged in subsistence agriculture (workers produced goods mainly for their own use) are excluded from employment under this definition. Data collection for the LFS 2024-25 has been carried out using the standards of 19th ICLS. However, for comparison with LFS 2020-21, major employment variables have been computed using both 13th and 19th ICLS. This report presents the results of the LFS 2024-25, based on a robust sample of 53,974 households, carefully designed to provide representative insights at the national and provincial level, facilitating comprehensive analysis.

1.2 Objectives

The major aim of the survey is to collect a set of comprehensive statistics on the various dimensions of country's civilian labour force as a means to pave the way for skill development, planning, employment generation, assessing the role and importance of the

informal sector and, sizing up the volume, characteristics and contours of employment. The broad objectives of the survey are as follows:

- To collect data on the socio-demographic characteristics of the total population i.e. age, sex, marital status, level of education, current enrolment and migration etc;

- To acquire current information on the dimensions of national labour force; i.e. number of persons employed, unemployed, and underemployed or out of labour market;

- To gather descriptive facts on the engagement in major occupational trades and the nature of work undertaken by the institutions/organizations;

- To profile statistics on employment status of the individuals, i.e. whether they are employers, own account workers, contributing family workers or paid employees;

- To classify enterprises employing household member(s) as formal and informal;

- To quantify the hours worked at main/subsidiary occupations;

- To provide data on wages and mode of payment for paid employees;

- To provide data on average annual income of self-employed;

- To provide data on digital platform employment;

- To provide data on unpaid domestic & care work;

- To make an assessment of occupational health and safety of employed persons by causes, type of treatment, conditions that caused the accident/injury and time of recovery; and

- To collect data on the characteristics of unemployed persons i.e. age, sex, level of education, previous experience if any, occupation, industry, employment status related to previous job, waiting time invested in the quest for work, their availability for work and expectations for future employment.

1.3 Field Operation

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

In order to evolve dynamics of field enumeration in line with the survey's objectives, training is imparted to the concerned staff on main concepts used in the survey, interviewing techniques and other procedure to be used in the enumeration. For quality control, the activity of enumerators is monitored through updated GIS system and supervisors from

Regional/Field Offices and headquarter, make frequent field visits to keep the collection process on track.

1.4 Reference Period

The reference period for the Labour Force Survey (LFS) is specifically defined as the past week, encompassing the seven days immediately preceding the date of enumeration. By focusing on the past week, the survey aims to capture an accurate and up-to-date picture of the labour market dynamics, minimizing the impact of seasonal fluctuations or unusual events that may have occurred outside of this timeframe.

1.5 Data Processing and Editing

After the data collection phase was completed, enumerators transmitted the collected information to the central server located at the Pakistan Bureau of Statistics (PBS) Headquarters in Islamabad. Once synchronized, the data was accurately examined by Labour Force experts using a dedicated software application specifically designed for this purpose. These experts conducted thorough editing and

validation procedures, implementing rigorous consistency checks to detect and rectify errors that may have arisen from inaccurate coding or data entry. Following this rigorous quality assurance process, the data is processed to extract key labour market indicators and trends. Upon completion of the comprehensive data cleaning and processing workflow, detailed statistical tables are generated, offering an in-depth and reliable overview of the national labour market dynamics and conditions.

1.6 Universe

The universe for the Labour Force Survey covers all urban and rural areas across the four provinces and Islamabad, excluding military-restricted zones. These excluded areas represent approximately 1% of the country's total population. Therefore, the effective universe of the survey includes all enumeration blocks within these regions, providing comprehensive national coverage for labour market analysis.

1.7 Sample Design

A stratified two-stage sample design is adopted for the survey.

1.8 Sampling Frame

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

comprised of 200 to 250 households on the average with well-defined boundaries and maps. The frame used in this survey was the most recent frame which is updated through Population and Housing Census 2023.

1.9 Stratification Plan

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

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

1.9.3 Selection of primary sampling units (PSUs)

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

1.9.4 Selection of secondary sampling units (SSUs)

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

1.10 Sample Size and Its Allocation

4

A sample of 54,832 households is considered appropriate to provide reliable estimates of key labour force characteristics at National/Provincial level with Urban and Rural breakup. The entire sample of households (SSUs) is drawn from 3,796 Primary Sampling Units (PSUs) out of which 2320 are rural and 1476 are urban. The overall sample has distributed evenly over four quarters independently. The distribution of sample PSUs and SSUs in the urban and rural domains of the four provinces is as under: -

Table 1.1 Distribution of Sample Size by Province

Province/Area	Sample Enumeration Blocks (PSUs)			Sample Households (SSUs)		
	Total	Rural	Urban	Total	Rural	Urban
Khyber Pakhtunkhawa	656	464	192	9728	7424	2304
Punjab	1624	1024	600	23584	16384	7200
Sindh	1016	456	560	14016	7296	6720
Balochistan	500	376	124	7504	6016	1488
Pakistan	**3796**	**2320**	**1476**	**54832**	**37120**	**17712**

1.11 Method of Data Collection

Data is collected through direct interviews with knowledgeable and responsible persons in the household. Generally, the head of the household is chosen to provide information about all members. In case of their non-availability at the time of interview, another informed member of the household is interviewed. The total sample for the year is evenly distributed for enumeration on a quarterly basis to offset the effect of seasonal variations. The information collected, however, relates to the week preceding the date of enumeration.

1.12 Coverage

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. 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%). Province-wise detail of dropped sample areas (PSUs) and refused households are shown as under: -

Table 1.2 Detail of Dropped Enumeration Blocks

Province/Area	Dropped Enumeration Blocks (PSUs)			Dropped Households (SSUs)		
	Total	Rural	Urban	Total	Rural	Urban
Khyber Pakhtunkhawa	36	34	2	568	544	24
Punjab	--	--	--	--	--	--
Sindh	--	--	--	--	--	--
Balochistan	1	1	--	16	16	--
Pakistan	**37**	**35**	**2**	**584**	**560**	**24**

Table 1.3 Details of Households that Refused to Respond

Province/Area	Refused Households (SSUs)		
	Total	Rural	Urban
Khyber Pakhtunkhawa	4	1	3
Punjab	38	12	26
Sindh	11	2	9
Balochistan	221	189	32
Pakistan	274	204	70

Chapter

02

Demographic Profile

Chapter 2: Demographic Profile

This chapter presents an overview of estimated demographic profile and key household characteristics including age and sex distribution of the population, geographic distribution spread by area, marital status etc. Finding of LFS 2024-25 in comparison with LFS 2020-21 in the chronological (previous vs current) order are outlined as under: -

2.1 Population characteristics

The absolute numbers presented in this report were calculated using data from the 7th Population Census-2023, adjusted for an annual growth rate of 2.075%. Based on these calculations, the estimated population of Pakistan as of January 1, 2025, is approximately 250.5 million, comprising 128.5 million males and 122.0 million females, as detailed in Table 2.1. Meanwhile, the National Institute of Population Studies (NIPS) is finalizing population projections for 2024 and beyond, at national, provincial and district levels, based on the 2023 population census.

The table-2.1 indicates that the percentage distribution is generally high in the early ages, more than one third of the total population of the age group (0-14) years for both sexes. The percentage of the very young population, aged 0-14 years (39.8%), is very high when compared with the percentage of those aged 65 or older (3.7%). Also the population of youth aged (15-24) is 46.3 million (18.5%) of the overall population constitute the second largest group. In sum, Pakistan is a country with young population and 58.3% population is below the age of 25 years.

Figure 2.1 Overall and Working Age Population by Provinces (Million)

Table 2.1 Distribution of Population by Sex and Age Group (Million)

Age Group	Pakistan			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Overall	**250.5**	**128.5**	**122.0**	**153.8**	**78.7**	**75.1**	**96.7**	**49.8**	**46.9**
0-14	99.8	51.7	48.1	64.5	33.5	31.0	35.2	18.2	17.0
15-24	46.3	24.2	22.1	28.1	14.7	13.5	18.2	9.5	8.6
25-34	32.5	15.6	16.9	19.2	9.1	10.1	13.3	6.5	6.8
35-44	28.5	13.9	14.6	16.4	7.9	8.5	12.1	6.0	6.1
45-54	20.3	10.5	9.8	11.8	6.0	5.8	8.5	4.5	4.1
55-64	13.8	7.2	6.6	8.0	4.2	3.8	5.8	3.0	2.7
65+	9.4	5.4	3.9	5.7	3.3	2.4	3.7	2.2	1.5
Percentage									
Overall	**100.0**	**51.3**	**48.7**	**61.4**	**31.4**	**30.0**	**38.6**	**19.9**	**18.7**
0-14	39.8	20.6	19.2	25.7	13.4	12.4	14.1	7.3	6.8
15-24	18.5	9.7	8.8	11.2	5.9	5.4	7.3	3.8	3.4
25-34	13.0	6.2	6.8	7.7	3.6	4.0	5.3	2.6	2.7
35-44	11.4	5.5	5.8	6.6	3.1	3.4	4.8	2.4	2.4
45-54	8.1	4.2	3.9	4.7	2.4	2.3	3.4	1.8	1.6
55-64	5.5	2.9	2.6	3.2	1.7	1.5	2.3	1.2	1.1
65+	3.7	2.2	1.6	2.3	1.3	1.0	1.5	0.9	0.6

Note:- Total may not tally due to rounding effect.

Figure 2.2 Population Pyramid by sex and Age Group (Million)

2.2 Household Head by Age, Sex and Locality

As shown in Table-2.2, data is collected from 53,974 households out of which 3,015 (5.5%) household are headed by female and 50959 (94.5%) household are headed by male. Area-wise results indicate that female head of household are significantly higher in rural area (2,138) than urban areas (877).

Table 2.2 Head of Household Characteristics by Age, Sex and Region

Age Group (Years)	Pakistan			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	**53974**	**50959**	**3015**	**36356**	**34218**	**2138**	**17618**	**16741**	**877**
10-14	11	4	7	9	4	5	2	0	2
15-24	1961	1901	60	1573	1521	52	388	380	8
25-34	9801	9325	476	7156	6751	405	2645	2574	71
35-44	15156	14353	803	10084	9470	614	5072	4883	189
45-54	12895	12192	703	8363	7910	453	4532	4282	250
55-64	8596	8028	568	5539	5183	356	3057	2845	212
65 & Over	5554	5156	398	3632	3379	253	1922	1777	145

2.3 Average Household Size by Province

The comparative surveys result reveal that average household size dropped from 5.9 in LFS 2020-21 to 5.8 in LFS 2024-25. The decline is   observed in Sindh (5.6, 5.4) and Balochistan (6.3, 5.7) while   increase is noted in KP (6.9, 7.1) and Punjab (5.6, 5.7).

Table 2.3 Average Household Size by Province and Region

Province	2020-21			2024-25		
	Total	Rural	Urban	Total	Rural	Urban
Pakistan	**5.9**	**6.0**	**5.6**	**5.8**	**6.0**	**5.5**
KP	6.9	6.9	6.8	7.1	7.1	7.0
Punjab	5.6	5.7	5.5	5.7	5.8	5.5
Sindh	5.6	5.7	5.4	5.4	5.5	5.3
Balochistan	6.3	6.3	6.5	5.7	5.6	5.8

Figure 2.3 Average Household Size by Province

2.4 Marital Status

As shown in Table-2.4, marital status consists of mainly in the categories of Never married and Married. Widowed and Divorced constitute minute part of the configuration. Never married scale up (40.4%, 41.4%,) while Married (55.3%, 54.3%) trend down. Widowed (4.0%, 4.0%) and Divorced (0.3%, 0.3%) level same during the comparative period.

Table 2.4 Marital Status - Distribution of Population 10 Years of Age and Above (%)

Marital Status	2020-21	2024-25
Never Married	40.4	41.4
Married	55.3	54.3
Widowed	4.0	4.0
Divorced	0.3	0.3
Total	**100.0**	**100.0**

Figure 2.4 Marital Status- Population of 10 Years of Age and Above (%)

2.5 Sex Ratio

Comparative figures for the overall Sex Ratio (104, 105) makes a higher trend while a bit decline is noticed in urban areas (107, 106) during the comparative period LFS 2020-21 and LFS 2024-25. Sex ratio (104, 105), rural (103, 105) increased and in urban (107, 106) decreased a bit during the comparative period. Sex ratios in Punjab (101, 103) and KP (102, 105) depict increase while decline is observed in Sindh (110, 109) and in Balochistan (118, 117) during comparative periods. Relevant information is presented in the following table.

Table 2.5 Sex Ratio - Pakistan and Provinces

Province/Area	2020-21	2024-25
Pakistan	104	105
Rural	103	105
Urban	107	106
Khyber Pakhtunkhwa	102	105
Punjab	101	103
Sindh	110	109
Balochistan	118	117

Figure 2.5: Sex Ratio- Pakistan and Provinces

Chapter

03

Composition of Labour Force

Chapter 3: Composition of Labour Force

Key Labour Market Concepts

The working-age population comprises of individuals aged 10 years and over who fall into one of the three labour market components (employed, unemployed, not in the labour force/inactive population).

PBS conducts Labour force Survey using labour standards set by International Conference of Labour Statisticians (ICLS). ICLS convened after every 5-years under auspices of International Labour Organization (ILO). ICLS serves as the global standard-setting forum for labour statistics. So far, 21 Conference has been held. 13th ICLS was held in 1982 and 19th ICLS in 2013. The standards of 19th ICLS have been adopted by 120 out of 193 UN-Members countries. Under the 13th ICLS, the definition of employment was broader. It included all work performed for pay, profit, or family gain, even if it was unpaid, such as subsistence farming. Under 19th ICLS, the definition of employment is narrower and more precise, it includes only work performed for pay or profit and mainly intended for others. Individuals engaged in subsistence agriculture (workers produced goods mainly for their own use) are excluded from employment under this definition.

The labour force encompasses all persons employed and all those who are unemployed.
In order to be considered unemployed, based on the official definition, three criteria must be met simultaneously: a person must be completely without work, currently available to work, and taking active steps to find/seek work.

The unemployment rate is defined as the percentage of unemployed persons in the labour force.

Labour force participation rate (LFPR) is a measure of the proportion of a country's working-age population that engages actively in the labour market, either by working or looking for work.

The employment-to-population ratio measures the proportion of employed persons in the working-age population.

Note: In this chapter for the purpose of comparison with the figures of previous survey, (2020-21) employment has been estimated using 13th ICLS recommendations and new definition (19th ICLS) of employment. There are 2.48 million people (own used producers in agriculture sector) reported in Q5.10 with code 3 and 4 of LFS 2024-25 questionnaire has been added in agriculture sector employment for the purpose of comparison with 13th ICLS. As per new standards (19th ICLS) recommendations these 2.48 million are not included in the employment. Therefore, in this chapter, Labour Force in absolute numbers and Labour Force Participation Rate (Crude/Refined) have been presented under both 13th & 19th ICLS framework to facilitate accurate comparison and understanding of indicators.

3.1 Introduction

This chapter presents data on the working-age population, labour force participation rate, employment to population ratio of population aged 10 years and above. The labour force encompasses all persons employed and all those who are unemployed. The participation rate is the share of the population that is economically active in the working age population. The estimates reported here are based on the Labour Force Survey (LFS) 2024-25. Working age population are broadly classified as employed, unemployed and outside the labour force (Inactive Population) based on information collected through the survey questionnaire (using tablets), which mainly relates to their actual activity during a particular reference week. Annual estimates are available by various breakup i.e. by province, region, age, sex, educational attainment etc.

3.2 Distribution of Working Age Population

As per Labour Force Survey 2024-25, the estimated working age population (10 years and above) is 179.6 million compared to 159.8 million in LFS 2020-21. The increase is approximately 19.8 million in four years. As shown in table 3.1, majority of working age population is distributed among the age groups (10-44). It indicates Pakistan is a country of

young population. The population of youth age (15-24) is 46.3 million which make up (25.8%) of overall working age population constitute the major working group.

Table 3.1 Working Age Population by Age and Sex (Million)

Age Group	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Overall	**159.8**	**80.9**	**78.9**	**179.6**	**92.0**	**87.6**
10-14	26.3	13.9	12.5	28.8	15.2	13.7
15-24	41.8	21.3	20.5	46.3	24.2	22.1
25-34	31.3	14.7	16.6	32.5	15.6	16.9
35-44	24.6	12.2	12.3	28.5	13.9	14.6
45-54	17.0	8.6	8.4	20.3	10.5	9.8
55-64	11.4	6.0	5.5	13.8	7.2	6.6
65 & Over	7.5	4.3	3.2	9.4	5.4	3.9

Figure 3.1 Share of Working Age Population by Age and Sex

2020-21	Total	Male	Female
10--14	16.5	17.2	15.7
15-24	26.2	26.3	26.0
25-34	19.6	18.2	21.0
35-44	15.4	15.1	15.6
45-54	10.5	10.5	10.6
55-64	7.1	7.4	7.0
65 & Over	4.7	5.3	4.0

2024-25	Total	Male	Female
10--14	16.1	16.5	15.6
15-24	25.8	26.3	25.2
25-34	18.1	17.0	19.3
35-44	15.9	15.1	16.7
45-54	11.3	11.4	11.2
55-64	7.7	7.9	7.5
65 & Over	5.2	5.9	4.5

Note: Total may tally due to rounding effects

Figure-3.1 depicts that in LFS 2024-25, Almost (60%) of the working age population is in the age groups (10-34) while the remaining (40%) is distributed in the remaining age groups (35 +). The sex disaggregated figures show that working age population does not follow the uniform pattern. In some age groups the proportion of female are more than male while in some male proportions are more than female. The results indicate that within the youth age group (15-24) the share of working population is highest (25.8%), for male (26.3%) and for female (25.2%) among the all ages group as shown in the above figures.

3.3 Distribution of Working Age Population by Labour Force Status

The working-age population has categorized and distributed among four key groups: employed, unemployed, labour force, and inactive population. Labour Force is the sum of employed and unemployed persons. This distribution presented in both absolutes numbers (millions) and percentage terms, providing a comprehensive overview of the working-age population's engagement in the labour market. The below table indicates that Pakistan's working-age population is (179.6) million, with (83.1) million people in the labour force and (96.5) million is out of labour force. In Labour Force (77.2) million are employed and (5.9) million unemployed. The share of male in labour force is (63.2) million more than three times as compared to female (19.9) million.

Table 3.2 Distribution of Working Age Population by Sex

Labour Force According to the Current International Standards (19th ICLS)			
Indicator	**2024-25 (Million)**		
	Total	**Male**	**Female**
Employed	77.2	59.4	17.8
Unemployed	5.9	3.8	2.1
Out of Labour Force	96.5	28.8	67.7
Labour Force	83.1	63.2	19.9
Working Age Population	179.6	92.0	87.6

As per the 19th International Conference of Labour Statisticians (ICLS) framework, the LFS 2024-25 excludes 2.48 million own-use producers from employment, aligning with the updated classification standards.

Labour Force According to the Previous International Standards (13th ICLS)						
Indicator	**LFS 2020-21 (Million)**			**2024-25 (Million)***		
	Total	**Male**	**Female**	**Total**	**Male**	**Female**
Employed	67.3	51.9	15.3	79.7	60.4	19.3
Unemployed	4.5	3.0	1.5	5.9	3.8	2.1
Out of Labour Force	88.1	26.0	62.1	94.0	27.8	66.2
Labour Force	71.8	54.9	16.8	85.6	64.2	21.4
Working Age Population	159.9	80.9	78.9	179.6	92.0	87.6

Note:- As per the 13th International Conference of Labour Statisticians (ICLS) framework, the LFS 2024-25 (2.48) million own-use producers (with code 3 or 4 in Q.5.10 of LFS 2024-25 questionnaire) includes in agriculture sector employment, following the previous definition to ensure comparability with the LFS 2020-21 results.

As shown above, Labour Force increases from (71.8 million) in LFS 2020-21 to (85.6 million) in LFS 2024-25. The increase is (13.8 million). This shows that (3.45 million) people are added in workforce per annum. The results of LFS 2024-25 survey also reveal that employed labour force increased (12.4 million including 2.48 million subsistence agriculture workers) i.e. (3.1 million) per annum. The comparative results of unemployed labour force indicate that in LFS 2024-25, the unemployed labour force increase by (1.4 million) from (4.5 million) to (5.9 million).

Figure 3.2 Distribution of Working Age Population by Labour Force Status (19th ICLS)

2024-25 19th ICLS

	Employed	Unemployed	OLF	Labour Force	Working Age Population
10--14	2.4	1.5	27.9	2.3	16.1
15-24	23.2	44.8	26.7	24.7	25.8
25-34	24.3	28.8	12.5	24.6	18.1
35-44	22.5	12.4	10.7	21.8	15.9
45-54	16.4	7.3	7.5	15.7	11.3
55-64	8.6	5.0	7.1	8.3	7.7
65 & Over	2.6	0.3	7.6	2.5	5.2

■ 10--14 ■ 15-24 ■ 25-34 ■ 35-44 ■ 45-54 ■ 55-64 ■ 65 & Over

Figure-3.2 shows that in LFS 2024-25 (19th ICLS), youth age group (15-24) made up (25.8%) of the total working population and accounted for (24.7%) of the labour force only. On the other side, those age (25-34) years made up (18.1%) of working group population and accounted for (24.6%) of the overall labour force. The last age group (65 & over) made up the smallest share in the working age population (5.2%) and in labour force (2.5%) only. On other hand, the share of inactive population (Out of Labour) in age group (10-14), (15-24) and (65& Over) supersede the share of working age population. Almost (70%) of the employment is in age group (15-44) year of age.

Figure 3.3 Distribution of Working Age Population by Labour Force Status (13th ICLS)

2020-21 (13th ICLS)

	Employed	Unemployed	OLF	Labour Force	Working Age
■ 10--14	1.8	1.1	28.4	1.8	16.5
■ 15-24	24.2	44.9	26.7	25.5	26.1
■ 25-34	26.3	31.0	13.9	26.6	19.6
■ 35-44	22.7	10.2	10.1	21.8	15.4
■ 45-54	15.3	9.3	7.1	14.9	10.6
■ 55-64	7.4	3.2	7.1	7.2	7.1
■ 65 & Over	2.3	0.3	6.7	2.2	4.7

2024-25 13th ICLS

	Employed	Unemployed	Out of Labour Force	Labour Force	Working Age Population
■ 10--14	2.7	1.5	28.3	2.6	16.1
■ 15-24	23.1	44.7	26.9	24.6	25.8
■ 25-34	24.1	28.8	12.4	24.4	18.1
■ 35-44	22.3	12.4	10.6	21.6	15.9
■ 45-54	16.3	7.3	7.4	15.6	11.3
■ 55-64	8.7	5.0	7.0	8.5	7.7
■ 65 & Over	2.9	0.3	7.5	2.7	5.2

■ 10--14 ■ 15-24 ■ 25-34 ■ 35-44 ■ 45-54 ■ 55-64 ■ 65 & Over

Note: Total may tally due to rounding effects

The above figures show that in LFS 2024-25, youth age group (15-24) made up (25.8%) of the total working population and accounted for (24.6%) of the labour force only. On the other side, those age (25-34) years made up (18.1%) of working group population and accounted for (24.4%) of the overall labour force. The same pattern is observed in the age

groups (35-44) and (45-54). The last age group (65 & over) made up the smallest share in the working age population (5.2%) and in labour force (2.7%) only.

Table 3.3 Key Labour Market Indicators by Sex and Provinces 2020-21 (19th ICLS)

Provinces	In Million					Percentage		
(According to the current International Standards- 19th ICLS)								
	Employed	Unemployed	Labour Force	Out of Labour Force	Working Age population	UR	EPR	LFPR
Total	**77.2**	**5.9**	**83.1**	**96.5**	**179.6**	**7.1**	**43.0**	**46.3**
KP	11.2	1.2	12.5	17.8	30.3	9.6	37.2	41.2
Punjab	44.7	3.5	48.2	50.2	98.3	7.3	45.4	49.0
Sindh	17.5	1.0	18.5	22.9	41.4	5.3	42.3	44.7
Balochistan	3.8	0.2	4.0	5.6	9.6	5.5	39.3	41.7
Male	**59.4**	**3.8**	**63.2**	**28.8**	**92.0**	**6.0**	**64.6**	**68.7**
KP	9.2	0.8	10.0	5.5	15.5	7.5	59.7	64.5
Punjab	32.3	2.2	34.5	15.2	49.7	6.3	65.0	69.4
Sindh	14.6	0.7	15.3	6.3	21.6	4.6	67.6	70.9
Balochistan	3.3	0.2	3.4	1.8	5.2	5.1	62.3	65.6
Female	**17.8**	**2.1**	**19.9**	**67.7**	**87.6**	**10.5**	**20.4**	**22.7**
KP	2.0	0.5	2.5	12.3	14.8	18.1	13.8	16.8
Punjab	12.4	1.3	13.7	35.0	48.6	9.6	25.4	28.1
Sindh	2.9	0.3	3.2	16.6	19.8	8.7	14.8	16.2
Balochistan	0.5	0.0	0.6	3.8	4.3	8.4	11.7	12.8

As shown in the above table, as per 19th ICLS (New International Standards), the figures of unemployment rate indicate that in LFS 2024-25, highest unemployment rate is observed in KP (9.6%) followed by Punjab (7.3%), Balochistan (5.5%) and Sindh Province (5.3%). Unemployment rate for female are higher than male in all provinces. The LFS 2024-25 results depict that Employment to Population Ratio (EPR) and Labour Force Participation Rate (LFPR) is also having the same pattern i.e. higher for male than female in all provinces.

1 — Labour Force Participation Rate 46.3%
2 — As per new Standards (19th ICLS)
3 — Employment to Population Ratio 43.0%
— Unemployment Rate 7.1%

Table 3.4 Key Labour Market Indicators by Sex and Provinces 2020-21 (13th ICLS)

Provinces	In Million					Percentage		
	Employed	Unemployed	Labour Force	Out of Labour Force	Working Age population	UR	EPR	LFPR
Both Sexes	**67.3**	**4.5**	**71.8**	**88.1**	**159.8**	**6.3**	**42.1**	**44.9**
KP	9.4	0.9	10.3	15.8	26.1	8.8	36.0	39.5
Punjab	39.1	2.8	41.9	46.5	88.4	6.8	44.2	47.4
Sindh	15.3	0.6	15.9	20.4	36.3	3.9	42.1	43.8
Balochistan	3.5	0.2	3.6	5.3	8.9	4.3	38.6	40.4
Male	**51.9**	**3.0**	**54.9**	**26.0**	**80.9**	**5.5**	**64.1**	**67.9**
KP	7.7	0.6	8.3	4.8	13.1	7.1	58.7	63.2
Punjab	28.4	1.8	30.3	13.8	44.1	6.1	64.4	68.6
Sindh	12.8	0.4	13.3	5.6	18.9	3.3	67.9	70.2
Balochistan	3.0	0.1	3.1	1.7	4.9	4.2	61.6	64.3
Female	**15.3**	**1.5**	**16.8**	**62.1**	**78.9**	**8.9**	**19.4**	**21.4**
KP	1.7	0.3	2.1	11.0	13.0	15.7	13.3	15.8
Punjab	10.7	1.0	11.6	32.7	44.4	8.4	24.0	26.3
Sindh	2.5	0.2	2.7	14.8	17.4	6.6	14.2	15.2
Balochistan	0.5	0.0	0.5	3.6	4.1	5.0	11.3	11.9
Both Sexes	**79.7**	**5.9**	**85.6**	**94.0**	**179.6**	**6.9**	**44.4**	**47.7**

The above table shows a positive correlation between provincial population size and working-age population. According to LFS 2020-21, unemployment rate was highest in Khyber Pakhtunkhwa (8.8%) and lowest in Sindh (3.9%), with females experiencing higher unemployment than males in all provinces. Similarly, both the Employment-to-Population Ratio and Labour Force Participation Rate were higher for males across all provinces.

Table 3.5 Key Labour Market Indicators by Sex and Provinces 2024-25 (13th ICLS)

Provinces	In Million					Percentage		
	Employed	Unemployed	Labour Force	Out of Labour Force	Working Age population	UR	EPR	LFPR
Both Sexes	**79.7**	**5.9**	**85.6**	**94.0**	**179.6**	**6.9**	**44.4**	**47.7**
KP	11.8	1.2	13.0	17.3	30.3	9.2	38.9	42.9
Punjab	45.9	3.5	49.4	48.9	98.3	7.1	46.7	50.3
Sindh	18.2	1.0	19.1	22.3	41.4	5.1	43.8	46.2
Balochistan	3.8	0.2	4.0	5.5	9.6	5.4	40.1	42.4
Male	**60.4**	**3.8**	**64.2**	**27.8**	**92.0**	**5.9**	**65.6**	**69.8**
KP	9.5	0.8	10.2	5.2	15.5	7.3	61.3	66.1
Punjab	32.8	2.2	35.0	14.7	49.7	6.2	66.0	70.4
Sindh	14.8	0.7	15.5	6.1	21.6	4.5	68.7	71.9
Balochistan	3.3	0.2	3.5	1.8	5.2	5.0	62.9	66.2
Female	**19.3**	**2.1**	**21.4**	**66.2**	**87.6**	**9.7**	**22.1**	**24.4**
KP	2.3	0.5	2.8	12.1	14.8	16.3	15.6	18.6
Punjab	13.2	1.3	14.5	34.2	48.6	9.1	27.1	29.8
Sindh	3.3	0.3	3.6	16.2	19.8	7.7	16.7	18.1
Balochistan	0.5	0.0	0.6	3.7	4.3	7.9	12.5	13.6

Note: For comparability with LFS 2020-21, own-use producers (2.48 million people, categorized under codes 3 and 4 in Q5.10 of LFS 2024-25 questionnaire) are included in the agriculture sector employment, whereas previously they were classified under employment.

As shown in the above table, working age population and size of population of provinces seem to be correlate positively. By share of working age population, provinces make the descending sequence in order of Punjab (98.3 million) followed by Sindh (41.4 million), KP (30.3 million) and Balochistan (9.6 million). The figures of unemployment rate indicate that in LFS 2024-25, highest unemployment is observed in KP (9.2%) followed by Punjab (7.1%) and Balochistan (5.4%) while the lowest unemployment rate is noted in Sindh Province (5.1%). Unemployment rate for female are higher than male in all provinces. The LFS 2024-25 results depict that Employment to Population Ratio (EPR) and Labour Force Participation Rate (LFPR) is also having the same pattern i.e. higher for male than female in all province.

Figure 3.4 Key Labour Market Indicators by Sex and Locality (19th ICLS)

The above figure indicates that overall labour force participation rate (46.3%) as per 19th ICLS is lower than the participation rate of (47.7%) as per 13th ICLS in LFS 2024-25. The employment to population ratio also follows the same pattern (43.0%) as per 19th ICLS against (44.4%) as per 13th ICLS in LFS 2024-25. The unemployment figures reveal that unemployment is higher (7.1%) as per 19th ICLS than (6.9%) as per 13th ICLS in LFS 2024-25.

Labour Force Participation Rate

47.7 %

Employment to Population Ratio

44.4 %

Unemployment Rate

6.9 %

Figure 3.5 Key labour market indicators by sex and locality (13th ICLS)

2020-21 — Female, Male, Total

Urban
- Unemployment Rate: 16.4 / 6.0 / 7.3
- Labour Force Participation Rate: 10.0 / 65.9 / 38.8
- Employment to Population Ratio: 8.4 / 61.9 / 36.0

Rural
- Unemployment Rate: 7.4 / 5.2 / 5.8
- Labour Force Participation Rate: 28.0 / 69.1 / 48.6
- Employment to Population Ratio: 25.9 / 65.5 / 45.8

Total
- Unemployment Rate: 8.9 / 5.5 / 6.3
- Labour Force Participation Rate: 21.4 / 67.9 / 44.9
- Employment to Population Ratio: 19.4 / 64.2 / 42.1

2024-25 — Female, Male, Total

Urban
- Unemployment Rate: 17.3 / 6.3 / 8.0
- Employment to Population: 11.1 / 62.2 / 37.5

Rural
- Unemployment Rate: 7.6 / 5.7 / 6.3
- Labour Force Participation Rate: 31.7 / 70. / 52.3
- Employment to Population: 29.3 / 68.0 / 49.0

Total
- Unemployment Rate: 9.7 / 5.9 / 6.9
- Labour Force Participation Rate: 24.4 / 69.8 / 47.7
- Employment to Population: 22.1 / 65.6 / 44.4

The comparative figures indicate that overall labour force participation rate (47.7%) including 2.48 million subsistence farmers in LFS 2024-25 is higher than the participation

rate of (44.9%) in LFS 2020-21. The employment to population ratio also follows the same pattern (44.4%) in LFS 2024-25 against (42.1%) in LFS 2020-21. The sex-disaggregated statistics reveal that male participation (69.8%) is almost three times the female participation rate (24.4%). The unemployment figures reveal that female unemployment is higher in urban area (17.3%) than in rural areas (7.6%) in LFS 2024-25. On other hand the overall unemployment rate is higher among female versus male (9.7%, 5.9%) respectively.

3.4 Labour Force Status by level of education

The working-age population has been categorized among four key groups: employed, unemployed, labour force, and inactive population, with data presented in both millions and percentages. Furthermore, each category of the labour force is sub-divided into literate and illiterate populations. The literate labour force is further segmented by education level, providing a detailed breakdown of the labour force's educational composition and its distribution across different employment statuses.

Table 3.6 Labour Force Status by Education Level-19th ICLS

2024-25 (Million)					
Education Level	Employed	Unemployed	Labour Force	Out of Labour Force	Working Age Population
Total	**77.2**	**5.9**	**83.1**	**96.5**	**179.6**
Illiterate	27.2	1.3	28.5	36.2	64.7
Literate	50.0	4.6	54.6	60.3	114.9
No formal Education	0.9	0.1	1.0	0.9	1.9
Below Matric	24.3	1.6	25.9	37.8	63.7
Matric but below intermediate	11.5	1.1	12.6	11.1	23.7
Inter. but below Degree	6.4	0.9	7.3	6.7	14.0
Degree and above	6.9	0.9	7.8	3.7	11.5
2024-25 (Percentage)					
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Illiterate	35.2	22.5	34.3	37.5	36.0
Literate	64.8	77.5	65.7	62.5	64.0
No formal Education	1.2	1.0	1.2	1.0	1.1
Below Matric	31.5	27.6	31.2	39.2	35.5
Matric but below intermediate	14.9	18.4	15.1	11.5	13.2
Inter. but below Degree	8.3	15.7	8.8	7.0	7.8
Degree and above	8.9	14.8	9.4	3.8	6.4

As shown in the above table, the share of literate labour force, employed and unemployed are (65.7%), (64.8%) and (77.5%) respectively. The share of graduates among unemployed

people are high (14.8%) than employed people (8.9%). Among literate employed labour force, more than 73.4 percent (7 out of 10) fall below the category of secondary education.

Table 3.7 Key Labour Market Indicators by Age Groups and Sex

Age Group	2024-25 (19th ICLS)								
	Employment to Population Ratio			Labour Force Participation Rate			Unemployment Rate		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	**43.0**	**64.6**	**20.4**	**46.3**	**68.7**	**22.7**	**7.1**	**6.0**	**10.5**
10-14	6.4	8.9	3.5	6.7	9.5	3.6	4.5	5.8	0.7
15-24	38.7	56.7	19.0	44.4	64.7	22.1	12.8	12.5	14.0
25-34	57.7	89.7	28.2	62.9	95.2	33.2	8.3	5.8	14.9
35-44	61.1	93.8	30.0	63.6	96.5	32.5	4.0	2.8	7.5
45-54	62.3	93.6	28.8	64.4	96.0	30.5	3.3	2.5	5.8
55-64	48.1	78.1	15.1	50.2	81.7	15.6	4.2	4.4	3.1
65 & Over	21.7	34.2	4.4	21.9	34.5	4.4	0.8	0.9	0.0
	2024-25 (13th ICLS)								
Total	**44.4**	**65.6**	**22.1**	**47.7**	**69.8**	**24.4**	**6.9**	**5.9**	**9.7**
10-14	7.3	10.3	4.1	7.6	10.8	4.1	3.9	5.1	0.6
15-24	39.8	57.6	20.2	45.5	65.7	23.3	12.5	12.3	13.2
25-34	59	90.3	30.1	64.2	95.8	35.1	8.1	5.8	14.1
35-44	62.4	94.4	32.2	65	97.1	34.6	4	2.8	7.1
45-54	63.8	94.3	31.2	65.9	96.7	33	3.2	2.5	5.4
55-64	50.4	80	18	52.6	83.6	18.5	4	4.3	2.6
65 & Over	24.5	37.6	6.4	24.6	37.9	6.4	0.7	0.8	0

Note: (2.48 million people, categorized under codes 3 and 4 in Q5.10 of LFS 2024-25 questionnaire) are included in the agriculture sector employment, whereas previously they were classified under employment. Therefore, the values of the above three indicators will be different as per 13th & 19th ICLS.

As reflected in the above table, highest employment to population ratio was recorded in the age group (45-54) that is 63.8% & 62.3% (as per 13th & 19th ICLS) while lowest in the age group (10-14) that is 7.3% & 64% (as per 13th & 19th ICLS). Labour force participation rate followed the same pattern and highest in the age group (45-54) that is 65.9% & 64.4% (as per 13th & 19th ICLS) while lowest is noted in the age group (10-14) that is 7.6% & 6.7% (as per 13th & 19th ICLS). As far as unemployment rate is concerned, highest 12.5% & 12.8% in the case of youth age group (15-24) among female 13.2% & 14.0% and male 12.3% & 12.5% respectively (as per 13th & 19th ICLS).

3.5 Labour Force: Absolute Numbers (19th ICLS)

The sum of employed and unemployed persons is the "labour Force". As per 19th ICLS the distribution of labour force by province and gender is given in below Table-3.8. The labour force of Pakistan is (83.14 millions), KP (12.48 millions), Punjab (48.15 millions), Sindh (18.52 millions) & Balochistan (3.98 millions) in LFS 2024-25. The volume of labour force is more in the case of rural than urban areas in all provinces. Further, the volume of labour force in male are more than female in all provinces.

Table 3.8 Civilian Labour Force - Pakistan and Provinces (19th ICLS)

Province/Area	Labour Force (Million)- 2024-25		
	Total	Male	Female
Pakistan			
Total	**83.14**	**63.21**	**19.92**
Rural	54.12	38.67	15.44
Urban	29.02	24.54	4.48
KP			
Total	**12.48**	**9.99**	**2.49**
Rural	10.55	8.41	2.14
Urban	1.93	1.58	0.35
Punjab			
Total	**48.15**	**34.48**	**13.67**
Rural	31.35	20.75	10.60
Urban	16.80	13.74	3.07
Sindh			
Total	**18.52**	**15.31**	**3.21**
Rural	9.38	7.12	2.26
Urban	9.14	8.19	0.95
Balochistan			
Total	**3.98**	**3.43**	**0.55**
Rural	2.84	2.39	0.44
Urban	1.14	1.04	0.11

3.6 Labour Force: Absolute Numbers (13th ICLS)

The sum of employed and unemployed persons is the "labour Force". The below table shows that labour force increased from (71.76) million in LFS 2020-21 to (85.62) million in LFS 2024-25. This shows increase of (3.5) million per annum. The volume of labour force increases in KP (2.68) million, Punjab (7.54) million, Sindh (3.21) million and Balochistan (0.44) million respectively. The change in the provincial profile is more pronounced in the case of rural than urban areas. Further, the change is more pronounced in male than female in all provinces.

Table 3.9 Civilian Labour Force - Pakistan and Provinces (Million)

Province/Area	Labour Force (13th ICLS)					
	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Pakistan						
Total	**71.76**	**54.92**	**16.84**	**85.62**	**64.21**	**21.41**
Rural	48.50	34.57	13.93	56.22	39.50	16.72
Urban	23.26	20.34	2.91	29.40	24.71	4.70
KP						
Total	**10.32**	**8.27**	**2.05**	**13.00**	**10.24**	**2.76**
Rural	8.75	6.88	1.87	11.06	8.66	2.41
Urban	1.57	1.39	0.18	1.94	1.58	0.36
Punjab						
Total	**41.90**	**30.25**	**11.65**	**49.44**	**34.97**	**14.47**
Rural	28.62	19.01	9.61	32.42	21.14	11.28
Urban	13.28	11.24	2.04	17.03	13.83	3.19
Sindh						
Total	**15.92**	**13.27**	**2.65**	**19.13**	**15.54**	**3.60**
Rural	8.43	6.41	2.02	9.85	7.29	2.56
Urban	7.49	6.86	0.63	9.28	8.25	1.04
Balochistan						
Total	**3.61**	**3.12**	**0.49**	**4.05**	**3.46**	**0.59**
Rural	2.71	2.27	0.44	2.89	2.42	0.48
Urban	0.90	0.85	0.05	1.16	1.04	0.11

Note: For comparability with LFS 2020-21, own-use producers (2.48 million people, categorized under codes 3 and 4 in Q5.10 of LFS 2024-25 questionnaire) are included in the labour force; therefore, the labour force figures for the 13th and 19th ICLS will not be matched.

3.7 Crude Labour Force Participation Rate

Crude LFPR is defined as the number of persons in the labour force (employed + unemployed) expressed as a percentage of the total population.

3.7.1 Crude Labour Force Participation Rate (19th ICLS)

Table 3.10: Crude Labour Force Participation Rate-19th ICLS (%)

Province/Region	Crude Participation Rate 2024-25 (19th ICLS)		
	Total	Male	Female
Pakistan			
Total	**33.2**	**49.2**	**16.3**
Rural	35.2	49.2	20.6
Urban	30.0	49.2	9.6
KP			
Total	**29.2**	**45.6**	**12.0**
Rural	29.0	45.2	12.0
Urban	30.5	48.0	11.6
Punjab			
Total	**35.7**	**50.4**	**20.5**
Rural	39.3	51.7	26.8
Urban	30.4	48.6	11.3
Sindh			
Total	**31.7**	**50.2**	**11.5**
Rural	34.0	49.3	17.2
Urban	29.5	51.0	6.4
Balochistan			
Total	**27.9**	**44.5**	**8.4**
Rural	28.0	43.8	9.5
Urban	27.5	46.1	5.7

According to the 19th ICLS, Overall Crude Participation Rate (CPR) at national level (33.2%), with a significant gender-gap (49.2%) for males and (16.3%) for females. Crude participation rate is higher in rural areas (35.2%) than in urban areas (30.0%). Among provinces, Punjab recorded the highest rate (35.7%), followed by Sindh (31.7%), KP (29.2%), and Balochistan (27.9%). Rural women in Punjab (26.8%) showed the highest participation, while urban women in Balochistan (5.7%) had the lowest.

3.7.2 Crude Labour Force Participation Rate (13th ICLS)

As shown in the below table, Crude labour force participation rate (34.2%) in LFS 2024-25 is on the upper side than that of (32.3%) in LFS 2020-21. Crude labour force participation rate for male (48.4%, 50.0%) and female (15.5%, 17.5%) increased almost 2% in each case. Crude labour force participation rate in KP (27.6%, 30.4%), Punjab (34.9%, 36.6%), Sindh (30.9%, 32.7%) and Balochistan (27.2%, 28.3%) curves up during the comparative period.

Table 3.11 Crude Labour Force Participation Rate-13th ICLS (%)

Province/Area	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Pakistan						
Total	**32.3**	**48.4**	**15.5**	**34.2**	**50.0**	**17.5**
Rural	34.1	48.0	19.9	36.6	50.2	22.2
Urban	28.9	49.0	7.5	30.4	49.6	10.0
KP						
Total	**27.6**	**43.8**	**11.1**	**30.4**	**46.7**	**13.3**
Rural	27.9	43.6	12.0	30.4	46.5	13.5
Urban	26.4	44.7	6.6	30.5	48.1	11.6
Punjab						
Total	**34.9**	**50.1**	**19.5**	**36.6**	**51.1**	**21.7**
Rural	37.8	50.3	25.3	40.7	52.6	28.5
Urban	29.9	49.8	9.3	30.8	49.0	11.8
Sindh						
Total	**30.9**	**49.1**	**10.8**	**32.7**	**51.0**	**12.8**
Rural	33.3	48.4	16.7	35.7	50.5	19.5
Urban	28.5	49.7	5.1	30.0	51.4	7.0
Balochistan						
Total	**27.2**	**43.6**	**8.0**	**28.3**	**44.9**	**8.9**
Rural	28.1	44.1	9.8	28.6	44.3	10.2
Urban	24.8	42.2	3.2	27.8	46.4	6.0

Note: For comparability with LFS 2020-21, own-use producers (2.48 million people, categorized under codes 3 and 4 in Q5.10 of LFS 2024-25 Questionnaire) are included in the labour force; therefore, the Crude Participation Rate-2024-25 for the 13th and 19th ICLS will not be matched.

KP	PUNJAB	SINDH	BALOCHISTAN	PAKISTAN
2020-21 27.6%	2020-21 34.9%	2020-21 30.9%	2020-21 27.2%	2020-21 32.3%
2024-25 30.4%	2024-25 36.6%	2024-25 32.7%	2024-25 28.3%	2024-25 34.2%

Figure 3.6 Crude Labour Force Participation Rate by Provinces and Sex (13th ICLS)

2020-21 chart — Total, Male, Female:
- Pakistan: 32.3 / 48.4 / 15.5
- KP: 27.6 / 43.8 / 11.1
- Punjab: 34.9 / 50.1 / 19.5
- Sindh: 30.9 / 49.1 / 10.8
- Balochistan: 27.2 / 43.6 / 8

2024-25 chart — Total, Male, Female:
- Pakistan: 34.2 / 50.0 / 17.5
- KP: 30.4 / 46.7 / 13.3
- Punjab: 36.6 / 51.1 / 21.7
- Sindh: 32.7 / 51.0 / 12.8
- Balochistan: 28.3 / 44.9 / 8.9

3.8 Refined Labour Force Participation Rate

The refined labour force participation rate (LFPR) is defined as the number of persons in the labour force, given as a percentage of the working-age population.

3.8.1 Refined Labour Force Participation Rate (19th ICLS)

The below table indicates that according to the 19th ICLS Refined Participation Rate (RPR) at national level is (46.3%), with a significant gender-gap (68.7%) for male and (22.7%) for female. Participation Rate in rural area (50.3%) is notably higher than urban participation (40.2%), among provinces; Punjab recorded the highest participation (49.0%), followed by Sindh (44.7%), Balochistan (41.7%), and Khyber Pakhtunkhwa (41.2%).

Table 3.12 Refined Labour Force Participation Rate -19th ICLS (%)

Province/Area	2024-25		
	Total	Male	Female
Pakistan			
Total	**46.3**	**68.7**	**22.7**
Rural	50.3	70.6	29.3
Urban	40.2	65.9	12.8
KP			
Total	**41.2**	**64.5**	**16.8**
Rural	41.2	64.5	17.0
Urban	40.8	64.4	15.5
Punjab			
Total	**49.0**	**69.4**	**28.1**
Rural	54.8	72.4	37.2
Urban	40.8	65.3	15.3
Sindh			
Total	**44.7**	**70.9**	**16.2**
Rural	51.7	74.9	26.2
Urban	39.3	67.7	8.5
Balochistan			
Total	**41.7**	**65.6**	**12.8**
Rural	43.0	66.5	14.8
Urban	38.6	63.7	8.1

Labour Force Participation Rate 41.2%

Labour Force Participation Rate 49.0%

Labour Force Participation Rate 44.7%

Labour Force Participation Rate 41.7%

3.8.2 Refined Labour Force Participation Rate (13th ICLS)

2020-21
44.9%
39.5%
47.4%
43.8%
40.4%

2024-25
47.7%
42.9%
50.3%
46.2%
42.4%

The comparative figures of the surveys estimates indicate that Refined Labour Force Participation Rate (47.7%) in LFS 2024-25 is on the upper side than that of (44.9%) in LFS 2020-21. The gender disaggregated figures suggest that refined labour force participation rate during the comparative period for male (67.9%, 69.8%) and female (21.4%, 24.4%) increased almost (2%) in male and (3%) in female. Area-wise data indicate that refined participation rate in rural areas increased from (48.6%, 52.3%) and in the urban areas increased from (38.8%, 40.8%) during comparative periods. Refined labour force

participation rate in KP (39.5%, 42.9%), Punjab (47.4%, 50.3%), Sindh (43.8%, 46.2%) and Balochistan (40.4%, 42.4%) curves up during the comparative period.

Labour Force Participation Rate by Region

Table 3.13 Refined Labour Force Participation Rate by Province (13th ICLS) (%)

Province/Area	Refined Participation Rate (13th ICLS)					
	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Pakistan						
Total	**44.9**	**67.9**	**21.4**	**47.7**	**69.8**	**24.4**
Rural	48.6	69.1	28.0	52.3	72.1	31.7
Urban	38.8	65.9	10.0	40.8	66.4	13.5
KP						
Total	**39.5**	**63.2**	**15.8**	**42.9**	**66.1**	**18.6**
Rural	40.1	63.4	17.0	43.3	66.4	19.2
Urban	36.7	62.3	9.1	41.0	64.6	15.6
Punjab						
Total	**47.4**	**68.6**	**26.3**	**50.3**	**70.4**	**29.8**
Rural	52.3	70.4	34.6	56.7	73.8	39.5
Urban	39.4	65.8	12.3	41.4	65.7	15.9
Sindh						
Total	**43.8**	**70.2**	**15.2**	**46.2**	**71.9**	**18.1**
Rural	49.7	73.0	24.7	54.3	76.7	29.6
Urban	38.7	67.8	6.8	39.9	68.2	9.3
Balochistan						
Total	**40.4**	**64.3**	**11.9**	**42.4**	**66.2**	**13.6**
Rural	42.7	66.2	15.0	43.9	67.2	15.9
Urban	34.7	59.7	4.4	39.0	64.1	8.5

Note: For comparability with LFS 2020-21, own-use producers (2.48 million people, categorized under codes 3 and 4 in Q5.10 of LFS 2024-25 questionnaire) are included in the agriculture sector employment, whereas previously they were classified under employment. Therefore, refined participation rate using 13th & 19th ICLS is different.

Labour Force Participation Rate

42.9%

Labour Force Participation Rate

50.3%

Labour Force Participation Rate

46.2%

Labour Force Participation Rate

42.4%

Figure- 3.7 Refined Labour Force Participation Rate by Sex and Province (13ᵗʰ ICLS)

2020-21

	Pakistan	KP	Punjab	Sindh	Balochistan
Total	44.9	39.5	47.4	43.8	40.4
Male	67.9	63.2	68.6	70.2	64.3
Female	21.4	15.8	26.3	15.2	11.9

2024-25

	Total	KP	Punjab	Sindh	Balochistan
Total	47.7	42.9	50.3	46.2	42.4
Male	69.8	66.1	70.4	71.9	66.2
Female	24.4	18.6	29.8	18.1	13.6

Table 3.14 Age Specific Labour Force Participation Rate (19th ICLS)

Age Group	2024-25 19th ICLS		
	Total	Male	Female
10 Year & Over	46.3	68.7	22.7
15 Years & Over	53.9	80.4	26.3
15-24 Years	44.4	64.7	22.1
15-29 Years	49.5	72.3	25.3
15-64 Years	56.0	83.9	27.5

Figure-3.8 Age Specific Labour Force Participation Rate (19th ICLS)

Table 3.15 Age Specific Labour Force Participation Rate (13th ICLS)

Age Group	Labour Force Participation Rate (13th ICLS)					
	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
10 Year & Over	44.9	67.9	21.4	47.7	69.8	24.4
15 Years & Over	52.8	80.8	24.6	55.3	81.4	28.2
15-24 Years	43.8	64.7	21.9	45.5	65.7	23.3
15-29 Years	48.6	73.3	24.2	50.6	73.2	26.7
15-64 Years	54.7	84	25.6	57.4	84.7	29.4

Figure-3.9 Age Specific Labour Force Participation Rate (13ᵗʰ ICLS)

Chapter

04

Employment

Chapter-4: Employment

PBS conducts Labour force Survey using labour standards set by International Conference of Labour Statisticians (ICLS). ICLS convened after every5-years under auspices of International Labour Organization (ILO). ICLS serves as the global standard-setting forum for labour statistics. So far, 21 Conference has been held. 13th ICLS was held in 1982 and 19th ICLS in 2013. The standards of 19th ICLS have been adopted by 120 out of 193 UN-Members countries.

Under the 13th ICLS, the definition of employment was broader. It included all work performed for pay, profit, or family gain, even if it was unpaid, such as subsistence farming.

Under 19th ICLS, the definition of employment is narrower and more precise, it includes only work performed for pay or profit and mainly intended for others. Individuals engaged in subsistence agriculture (workers produced goods mainly for their own use) are excluded from employment under this definition.

Underemployment: Persons, who work less than 35 hours/week, seeking and are available for additional work.

Status in Employment (SE) plays a crucial role in labour statistics, serving as a foundation for generating data that sheds light on the composition of the workforce based on their status in employment category. Providing accurate statistics on for example the number of employers, independent workers, employees etc. with the adoption of the 20th ICLS resolution concerning statistics on work relationships in 2018 a new classification of status in employment ICSE-18 was introduced, however for purpose of comparison with the previous survey the tables in the report are produced as per ICSE-93. There are four categories of status of employment i.e. Employers, Employees, Own Account Workers, Unpaid Family Helpers. Category of Employee is the sum of employees and paid apprentice where the category of Own Account Workers is the sum of independent worker without employee and dependent contractors.

Note: For comparability with LFS 2020-21, own-use producers (2.48 million people, categorized under codes 3 and 4 in Q5.10 of LFS 2024-25 questionnaire) are included in the agriculture sector employment, whereas previously they were considered employed as per 13th ICLS. Therefore, the key indicators (Employed in absolute numbers, employment to population ratio, employment by major industry division, employment by major occupational groups, formal and informal sector employment etc.) in this chapter are reported using both 13th & 19th ICLS recommendation.

4.1 Introduction

This chapter presents a detailed analysis of the levels in employment in terms of age, sex province, region and education. The analysis focuses first on employment levels, followed by a discussion of various dimensions of employment. The industrial and occupational structure of the economy is assessed, followed by an analysis according to different sectors.

Conditions of employment and in particular employee benefits, are important in determining the characteristics of those employees who enjoy access to benefits. Therefore, employees are distributed according to whether they are in formal employment or an informal employment. Analysis of the formal and informal sectors, with specific emphasis on sex, education level, province, occupation and industry, is also provided in this chapter.

4.2 Profile of the Employed Population

It is very important to know about the industry (the activity of the firm, office, establishment or department in which a person is employed or the kind of business, which he/she operates) and occupation (the kind of work or job or type of business and profession in which a person is engaged) of employed population. There are some hard occupations and industries where male is more pronounced than female. This has resulted in certain industries employing mostly male and others mostly female. It is for this reason that analysis in this part of the report is conducted according to sex.

4.3 Employed: Absolute Numbers (Million) 19th ICLS

KP 11.3
PUNJAB 44.7
SINDH 17.5
BALOCHISTAN 3.8
PAKISTAN 77.2

Employed in Millions As per new Standards (19th ICLS)

Table 4.1 Employed Population - Pakistan and Provinces 19th ICLS (Million)

Province/Area	Total	Male	Female
Employed (19th ICLS) 2024-25			
Pakistan			
Total	**77.2**	**59.4**	**17.8**
Rural	50.5	36.4	14.1
Urban	26.7	23.0	3.7
KP			
Total	**11.3**	**9.2**	**2.1**
Rural	9.6	7.8	1.8
Urban	1.7	1.5	0.3
Punjab			
Total	**44.7**	**32.3**	**12.4**
Rural	29.3	19.5	9.8
Urban	15.4	12.8	2.6
Sindh			
Total	**17.5**	**14.6**	**2.9**
Rural	9.0	6.8	2.2
Urban	8.5	7.8	0.7
Balochistan			
Total	**3.8**	**3.3**	**0.5**
Rural	2.7	2.3	0.4
Urban	1.0	1.0	0.1

The above table shows that, according to the 19th ICLS framework, the total employed population in Pakistan during 2024-25 is (77.2) million, comprising (59.4) million male and (17.8) million female. Employment is predominantly rural, with (50.5) million employed persons compared to (26.7) million in urban areas. Among provinces, Punjab accounts for the largest share of employment (44.7) million, followed by Sindh (17.5) million, Khyber Pakhtunkhwa (11.3) million, and Balochistan (3.8) million. Female employment is notably higher in rural areas (14.2) million.

4.4 Employed: Absolute Numbers 13th ICLS

Employment 79.73 Millions

- 01 — 11.80 Millions.
- 02 — 45.94 Millions.
- 03 — 18.16 Millions.
- 04 — 3.83 Million

The number of employed persons increased significantly, from 67.25 million in LFS 2020-21 to (79.73 million including 2.48 Million Own use producers) in LFS 2024-25, adding (12.48 million) individuals to the workforce. This represents an average annual increase of (3.12 million) people in the employed labour force. The increase is more prominent in rural areas, with an addition of (6.99 million), compared to (5.49 million) in urban areas. The annual increase in rural areas is (1.7 million), while in urban areas it is (1.4 million). Employment growth is observed in all provinces, with notable increases in Khyber Pakhtunkhwa (2.39 million), Punjab (6.87 million), Sindh (2.85 million), and Balochistan (0.37 million) during the comparative periods. Furthermore, in all four provinces, the increase in male employment outpaces that of female employment.

Table 4.2 Employed Population- Pakistan and Provinces (Million)

| Province/Area | Employed (13th ICLS) | | | | | |
| | 2020-21 | | | 2024-25 | | |
	Total	Male	Female	Total	Male	Female
Pakistan						
Total	**67.25**	**51.91**	**15.34**	**79.73**	**60.40**	**19.33**
Rural	45.70	32.79	12.90	52.69	37.25	15.44
Urban	21.55	19.12	2.44	27.04	23.15	3.89
KP						
Total	**9.41**	**6.68**	**1.73**	**11.80**	**9.49**	**2.31**
Rural	7.98	6.40	1.58	10.06	8.03	2.02
Urban	1.43	1.28	0.15	1.74	1.45	0.29
Punjab						
Total	**39.07**	**28.41**	**10.66**	**45.94**	**32.79**	**13.16**
Rural	26.84	17.91	8.93	30.35	19.89	10.46
Urban	12.23	10.50	1.74	15.59	12.89	2.70
Sindh						
Total	**15.31**	**12.83**	**2.48**	**18.16**	**14.84**	**3.32**
Rural	8.26	6.29	1.97	9.50	7.00	2.50
Urban	7.05	6.54	0.51	8.66	7.83	0.82
Balochistan						
Total	**3.46**	**3.00**	**0.46**	**3.83**	**3.28**	**0.54**
Rural	2.63	2.20	0.43	2.78	2.32	0.46
Urban	0.83	0.80	0.03	1.05	0.97	0.08

Note: For comparability with LFS 2020-21, own-use producers (2.48 million people, categorized under codes 3 and 4 in Q5.10 of LFS 2024-25 questionnaire) are included in the agriculture sector employment, whereas previously they were classified under employment. Therefore, the employed person in absolute numbers of 2024-25 for 13th & 19th ICLS will be not matched.

4.5 Employment to Population Ratio

The Employment-to-Population Ratio (EPR) is a key labour market indicator that measures the proportion of a country's working-age population (usually ages 10 years and above) that is employed.

4.5.1 Employment to Population Ratio (19th ICLS)

Table 4.3 Employment to Population Ratio - Pakistan and Provinces 19th ICLS (%)

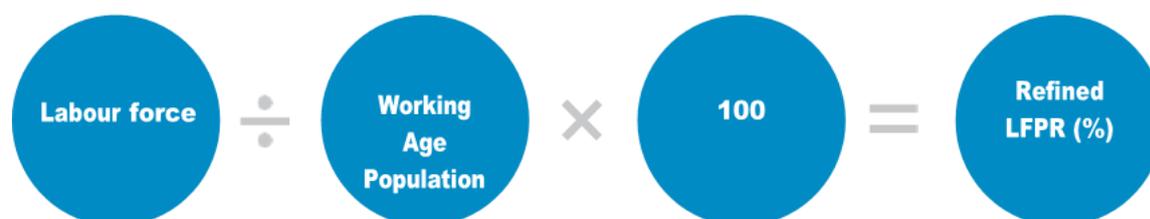| Province/Area	Employment to Population Ratio 19th ICLS		
	Total	Male	Female
Pakistan			
Total	**43.0**	**64.6**	**20.4**
Rural	47.1	66.5	26.9
Urban	37.0	61.8	10.5
KP			
Total	**37.2**	**59.7**	**13.8**
Rural	37.3	59.8	14.0
Urban	36.7	59.2	12.5
Punjab			
Total	**45.4**	**65.0**	**25.4**
Rural	51.2	68.0	34.3
Urban	37.4	60.8	12.8
Sindh			
Total	**42.3**	**67.6**	**14.8**
Rural	49.8	71.9	25.4
Urban	36.6	64.3	6.6
Balochistan			
Total	**39.3**	**62.3**	**11.7**
Rural	41.3	63.7	14.4
Urban	35.0	59.2	5.6

As per 19th ICLS, the Employment-to-Population Ratio at national level is (43.0%), with (64.6%) for male and (20.4%) for female. In rural areas, it is (47.1%) compared to (37.0%) in urban areas. Among provinces, Punjab has the highest ratio (45.4%), followed by Sindh (42.3%), Balochistan (39.3%), and KP (37.2%). In rural areas Punjab shows the highest ratio

(51.2%), while the lowest in KP (37.3%). In all provinces, male employment to population ratio is much higher than female.

4.5.2 Employment to Population Ratio (13th ICLS)

Table 4.4 Employment to Population Ratio - Pakistan and Provinces (%)

| Province/Area | Employment to Population Ratio 13th ICLS | | | | | |
| | 2020-21 | | | 2024-25 | | |
	Total	Male	Female	Total	Male	Female
Pakistan						
Total	**42.1**	**64.1**	**19.4**	**44.4**	**65.6**	**22.1**
Rural	45.8	65.5	25.9	49.0	68.0	29.3
Urban	35.9	61.9	8.4	37.5	62.2	11.1
KP						
Total	**36.0**	**58.7**	**13.3**	**38.9**	**61.3**	**15.6**
Rural	36.5	59.0	14.4	39.3	61.6	16.1
Urban	33.4	57.4	7.5	36.8	59.3	12.6
Punjab						
Total	**44.2**	**64.4**	**24.0**	**46.7**	**66.0**	**27.1**
Rural	49.0	66.4	32.1	53.1	69.4	36.7
Urban	36.3	61.4	10.5	37.9	61.3	13.4
Sindh						
Total	**42.1**	**67.9**	**14.2**	**43.8**	**68.7**	**16.7**
Rural	48.7	71.6	24.1	52.3	73.7	28.9
Urban	36.4	64.7	5.5	37.2	64.8	7.4
Balochistan						
Total	**38.6**	**61.6**	**11.3**	**40.1**	**62.9**	**12.5**
Rural	41.4	64.0	14.7	42.1	64.4	15.4
Urban	32.0	55.8	3.1	35.4	59.6	6.0

Note: For comparability with LFS 2020-21, own-use producers (2.48 million people, categorized under codes 3 and 4 in Q5.10 of LFS 2025-25 questionnaire) are included in the agriculture sector employment, whereas previously they were considered employed persons.

The Employment-to-Population Ratio (EPR) at national and provincial level shows an overall upward trend between LFS 2020-21 and LFS 2024-25. At the national level, the total EPR rose from (42.1% to 44.4%) with male maintaining much higher participation (65.6%) than female (22.1%), though female participation improved significantly. In rural areas consistently reported high ratio than urban areas and in rural area female showing more progress (25.9%, 29.3%) compared to urban female (8.4%, 11.1%). Punjab recorded the highest increase, particularly in rural female employment ratio (32.1%, 36.7%), while Sindh also showed gains, especially among rural females (24.1%, 28.9%), though urban female ratio remained extremely low (7.4%) in LFS 2024-25. Khyber Pakhtunkhwa reflected modest growth in both rural and urban, whereas Balochistan lagged behind, with total EPR at only (40.1%) in LFS 2024-25 and very low urban female employment ratio (6.0%). Overall, the data highlights gradual improvement in employment ratio, but gender gap and rural-urban disparities remain obvious across provinces.

4.6 Employed Population: Major Industry Division (19th ICLS)

2020-21			2024-25		
Agriculture 37.4%	Industry 25.4%	Services 37.2%	Agriculture 33.1%	Industry 25.7%	Services 41.2%

Note: Under the 13th ICLS, the LFS 2024-25 counts 2.48 million own-use producers as part of agricultural employment for comparability with LFS 2020-21. However, under the 13th ICLS framework, these are included in the employment, increasing the employment share of agriculture from (33.1% to 35.1%), and decreasing the share of industry from (25.7% to 24.9%), and services from (41.2% to 39.9)

The comparative surveys estimates indicate changes in the employment shares in all three sectors. Decrease is observed in Agriculture (37.4%, 33.1%) and minor increase in Industry (25.4%, 25.7%) sector while in Services sector, the share of employment significantly increased from (37.2%, 41.2%).

Table 4.5 Distribution of Employed Person by Major Industry Divisions-19th ICLS (%)

Major Industry Divisions	Major Industry Divisions 19th ICLS 2024-25		
	Total	Male	Female
Total	**100.0**	**100.0**	**100.0**
Agriculture, forestry & fishing	33.1	24.5	61.4
Manufacturing	14.8	14.8	14.7
Construction	9.9	12.9	0.1
Wholesale & retail trade	16.0	20.1	2.3
Transport/storage & communication	6.6	8.5	0.6
Community/social & personal services	17.9	17.2	20.3
*Others	1.6	1.9	0.5

* Others (includes mining & quarrying, electricity, gas & water and financial and insurance activities)

The above table shows the distribution of the employed population by major industry divisions under the 19th ICLS for 2024-25. Overall, (33.1%) employed persons are engaged in agriculture, forestry, and fishing, followed by (16.0%) in wholesale and retail trade, (14.8%) in manufacturing, (9.9%) in construction, (6.6%) in transport, storage, and communication, and (17.9%) in community, social, and personal services. A small share (1.6%) is employed in other sectors. Among male, the highest employment is in wholesale and retail trade (20.1%) and agriculture (24.5%), while for female, most (61.4%) are engaged in agriculture, followed by (20.3%) in community and social services.

Table 4.6 Distribution of Employed Person by Major Industry Divisions -13th ICLS (%)

Major Industry Divisions	Major Industry Divisions 13th ICLS					
	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Agriculture, forestry & fishing	37.4	28.4	67.9	35.1	25.8	64.4
Manufacturing	14.9	15.1	14.2	14.4	14.6	13.6
Construction	9.5	12.2	0.4	9.6	12.7	0.1
Wholesale & retail trade	14.5	18.3	1.2	15.5	19.8	2.1
Transport/storage & communication	6.2	8.0	0.2	6.4	8.3	0.5
Community/social & personal services	16.0	16.1	15.8	17.4	16.9	18.8
*Others	1.5	1.9	0.3	1.6	1.9	0.5

Note: Under the 13th ICLS, the LFS 2024-25 counts 2.48 million own-use producers as part of agricultural employment for comparability with LFS 2020-21. However, under the 19th ICLS, these are excluded from agricultural, forestry & fisher, leading to changes in the employment shares of other sectors.

* Others (includes mining & quarrying, electricity, gas & water and financial and insurance activities)

The comparative surveys' estimates indicate changes in the employment shares in various sectors. A decrease is observed in Agriculture, forestry & fishing (37.4%, 35.1%) and Manufacturing (14.9%, 14.4%) sector employment. An increase is observed in the share of

Wholesale & retail trade (14.4%, 15.5%), Construction (9.5%, 9.6%) and Community, social & personal services (16.0%, 17.4%), as well as the 'Others' category (1.5%, 1.6%).

Figure 4.1 Distribution of Employed Population by Major Industry- 13th ICLS (%)

Note: Others are included in Community/Social & personal Services (Ohers: mining & quarrying, electricity, gas & water and financial and insurance activities)

4.7 Employed Population: Major Occupational Groups

The overall employment is also distributed among major occupational groups. As per the Pakistan Standard Classification of Occupations (PSCO-2015), there are 9-major occupational groups. The table below shows the classification of employment by major occupational groups.

Table 4.7 Distribution of Employed Population by Major Occupations- 19th ICLS (%)

Major Occupational Groups	2024-25 (19th ICLS)		
	Total	Male	Female
Total	**100.0**	**100.0**	**100.0**
Managers	2.3	2.8	0.6
Professionals	6.2	4.7	11.2
Technicians & associate professionals	4.3	4.7	2.8
Clerical support workers	1.8	2.1	0.6
Service and sales workers	17.2	21.4	3.4
Skilled agricultural, forestry & fishery workers	28.0	19.9	54.7
Craft & related trades workers	13.7	13.6	14.0
Plant/ machine operators & assemblers	8.3	10.7	0.6
Elementary occupations	18.3	20.1	12.1

The distribution of employed persons by major occupational groups under the 19th ICLS for 2024-25 shows that the largest share of employed persons (28.0%) are engaged as skilled agricultural, forestry, and fishery workers, followed by (18.3%) in elementary occupations and (17.2%) as service and sales workers. Other significant groups include craft and related trades workers (13.7%) and plant & machine operators (8.3%). Among male, the highest employment is in service and sales workers (21.4%) and agriculture-related work (19.9%), while among female, majority are toiled in agriculture (54.7%) and professionals (11.2%).

Table 4.8 Distribution of Employed Population by Major Occupations- 13th ICLS (%)

| Major Occupational Groups | As per 13th ICLS | | | | | |
| | 2020-21 | | | 2024-25 | | |
	Total	Male	Female	Total	Male	Female
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Managers	2.5	3.0	0.6	2.2	2.8	0.6
Professionals	5.0	4.0	8.5	6.0	4.6	10.3
Technicians & associate professionals	3.8	4.4	1.7	4.1	4.6	2.6
Clerical support workers	1.4	1.8	0.3	1.7	2.1	0.5
Service and sales workers	15.6	19.6	2.1	16.7	21.0	3.2
Skilled agricultural, forestry & fishery workers	33.2	25.2	60.5	30.2	21.2	58.2
Craft & related trades workers	13.7	14.1	12.3	13.2	13.3	12.9
Plant/ machine operators & assemblers	7.4	9.5	0.4	8.1	10.5	0.5
Elementary occupations	17.4	18.4	13.6	17.7	19.9	11.2

Note: Under the 13th ICLS, the LFS 2024-25 includes 2.48 million own-use producers in Skilled agricultural, forestry & fishery workers to maintain comparability with LFS 2020-21. However, under the 19th ICLS, these are excluded from Skilled agricultural, forestry & fishery workers, leading to changes in the employment shares of major occupational groups.

Skilled agricultural, forestry and fishery workers constitute the largest group (30.2%) of the overall employment in LFS 2024-25, followed by Elementary occupations (17.7%), Service and sales workers (16.7%), Craft and related trades workers (13.2%), Plant/machine operators and assemblers (8.1%), Professionals (6.0%), Technicians and associate professionals (4.1%), Managers (2.2%), and Clerical support workers (1.7%). Nearly six out of ten female workers are engaged in agriculture activities (58.2%), and one out of ten female works as Professionals (10.3%), while the share of males is higher than females in all other occupations. A comparative analysis reveals that the share of Skilled agricultural workers (33.2%, 30.2%) and Managers (2.5%, 2.2%) decreased, whereas the share of all other occupations increased in LFS 2024-25.

Figure 4.2 Employed Persons: Major Occupational Groups (13th ICLS)

2020-21

Managers, 2.5
Professionals, 5
Technicians & associate professionals, 3.8
Clerical support workers, 1.4
Service and sales workers, 15.6
Skilled agricultural, forestry & fishery workers, 33.2
Craft & related trades workers, 13.7
Plant/ machinary operators & assemblers, 7.4
Elementary occupations, 17.4

2024-25

Managers, 2.2
Professionals, 6
Technicians & associate professionals, 4.1
Clerical support workers, 1.7
Service and sales workers, 16.7
Skilled agricultural, forestry & fishery workers, 30.2
Craft & related trades workers, 13.2
Plant/ machinary operators & assemblers, 8.1
Elementary occupations, 17.7

4.8 Employed Population: Employment Status

Employees constitute the largest group (43.5%), followed by Own account workers (36.1%), Contributing family workers (19.1%) and Employers (1.3%). Almost half of female workers (49.7%) are working as Contributing family workers, while nearly half of male workers (49.0%) are Employees, and a significant share (39.4%) are Own account workers. Comparing the data of the two survey's previous vs current, the share of Employees (42.0%, 43.5%) and Own account workers (35.5%, 36.1%) has goes up while the share of Contributing family workers (21.1%, 19.1%) and Employers (1.4%, 1.3%) goes down.

Table 4.9 Employed Population - Distribution by Employment Status and Sex (%)

Employment Status	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Employers	1.4	1.8	0.1	1.3	1.7	0.1
Own account workers	35.5	40.4	19.0	36.1	39.4	25.2
Contributing family workers	21.1	10.8	55.9	19.1	9.9	49.7
Employees	42.0	47.0	25.0	43.5	49.0	25.0

Note: In the LFS 2024-25 figures, the category of "own account workers" is a combination of independent workers without employees and dependent contractors, while the category of "employees" comprised of paid employees and paid apprentices.

Figure 4.3 Employed Population - Distribution by Employment Status

4.9 Employed Population: Education Level

As shown in Table-4.10 the percentage of employed persons with "No Formal Education" and up to "Primary but below Middle" is declining, while increase has been observed in all other categories. A comparison of employed persons by education level between LFS 2020-21 and LFS 2024-25 reveals that among the education group "Middle but below Matric", a significant increase of (1.8%) is observed (13.5%, 15.3%). In contrast, a notable decline of (4.6%) is noted for employed persons with "No Formal Education" (38.0%, 33.4%). It is noteworthy that in the category of highly educated employed persons, i.e., "Degree & above", the number of employed persons has increased from 8.2% in 2020-21 to 8.8% in LFS 2024-25. The increase is 0.6%.

Table 4.10 Distribution of Employed Person by Sex and Education level (%)

Education Level	2020-21			2024-25		
	Total	**Male**	**Female**	**Total**	**Male**	**Female**
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
No Formal	38.0	30.2	64.4	33.4	26.7	54.3
Nursery but below K.G.	0.8	0.7	1.0	0.5	0.5	0.7
K.G but below primary	4.7	5.0	3.7	4.6	4.9	3.7
Primary but below middle	14.6	16	10	14.5	15.6	11.2
Middle but below matric	13.5	15.9	5.4	15.3	17.6	8.2
Matric but below intermediate	13.4	16.1	4.5	14.8	16.9	8.1
Inter. but below degree	6.7	7.9	2.8	8.1	8.9	6.0
Degree & Above	8.2	8.2	8.3	8.8	9.1	7.9

Total may be tally due to rounding effects

Figure 4.4 Percentage Distribution of Employed Persons by Education level (%)

4.10 Hours of Work

Mean hours (average hours) worked refer to the number of hours employed individuals work during the reference period (past week). In the Labour Force Survey (LFS), this short period corresponds to the week preceding the day of enumeration. The actual hours of work per week represent, the time spend by the individuals in the productive activities during the reference period. This section examines the average weekly hours worked in both main and subsidiary occupations, with analysis by sex, industry and occupation.

4.10.1 Mean Hours Work per Week

The mean hours worked per week decreased during the comparative period at national level (47.5 to 47.0), Sindh (50.2 to 45.9), and Balochistan (50.9 to 47.8), whereas an increase is observed in KP (44.2 to 46.7) and Punjab (46.9 to 47.5). A similar trend has observed in rural

areas (45.7 to 45.8), while the average hours worked in urban areas (51.3 to 49.4) show a minor decrease during the comparative period. The average weekly hours worked by male decreased (51.4 to 50.4), whereas an increase is observed for female (34.1 to 35.8). Notably, changes in working hours are more pronounced in rural areas than in urban areas across all provinces during the comparative period.

Table 4.11 Mean Hours Worked - By Pakistan, Province, Area and Sex

Area/Province	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Pakistan						
Total	**47.5**	**51.4**	**34.1**	**47.0**	**50.4**	**35.8**
Rural	45.7	50.5	33.4	45.8	49.8	35.5
Urban	51.3	53.0	38.2	49.4	51.4	37.1
KP						
Total	**44.2**	**48.1**	**27.3**	**46.7**	**49.4**	**34.4**
Rural	43.5	47.7	26.6	46.5	49.2	34.5
Urban	48.3	50.0	33.9	47.7	50.5	33.7
Punjab						
Total	**46.9**	**51.8**	**33.8**	**47.5**	**52.2**	**35.3**
Rural	45.1	51.1	33.0	46.1	51.6	35.0
Urban	50.9	53.0	37.9	50.3	53.0	36.5
Sindh						
Total	**50.2**	**52.5**	**38.7**	**45.9**	**47.4**	**38.4**
Rural	48.2	51.3	38.3	43.6	45.5	37.8
Urban	52.6	53.6	40.3	48.2	49.0	40.3
Balochistan						
Total	**50.9**	**52.1**	**43.1**	**47.8**	**49.3**	**38.1**
Rural	50.5	51.9	43.4	47.2	49.0	37.8
Urban	52.1	52.6	39.9	49.3	50.1	39.6

Figure 4.5 Mean Hours work by Pakistan and Province

Figure 4.6 Mean Hours Worked - By Pakistan, Provinces and Sex

4.10.2 Mean Hours Work by Occupational Groups

Comparative analysis of the surveys result reveal that Services and Sales Workers logged the maximum mean hours, (57.4 hours) in LFS 2020-21 and (53.6 hours) in LFS 2024-25. The next group with the maximum working hours consists of Plant and Machinery Operators, who worked (56.4 vs 54.1) hours, respectively, in the comparative years. Managers form the next group, working (51.6 vs 50.8) hours, respectively, in the same periods. In contrast, Skilled Agriculture and Forestry Workers worked the minimum hours in both years, averaging (41.1) hours in LFS 2020-21 and (40.6) hours in LFS 2024-25. In sum the number of hours worked in all occupational groups declined as compared to LFS 2020-21.

Table 4.12 Mean Hours Work by Major Occupational Groups

| Major Occupational Groups | Mean Hours Work | | | | | |
| | 2020-21 | | | 2024-25 | | |
	Total	Male	Female	Total	Male	Female
Total	**47.5**	**51.4**	**34.1**	**47.0**	**50.4**	**35.8**
Mangers	51.6	52.2	41.6	50.8	51.5	39.1
Professionals	43.2	46.4	38.1	44.2	46.9	40.4
Technicians	50.4	51	45.7	49.6	50.2	46.5
Clerical support workers	48.7	48.8	45.2	48.1	48.8	40.1
Services and Sale workers	57.4	57.8	44.8	53.6	54.3	38.7
Skilled Agriculture & Forestry Workers	41.1	47.1	32.5	40.6	46.0	33.9
Craft and related trade workers	47.6	51.7	31.5	47.5	51.7	33.9
Plant and Machinery Operators	56.4	56.6	40.2	54.1	54.2	46.2
Elementary Occupation	46.9	49	37.4	47.0	48.5	38.4

4.10.3 Mean Hours Work by Major Industry Division

As shown in Table-4.10, the highest mean hours of work per week is observed in the Transportation and Storage Sector (54.2 hours), followed by Accommodation and Food Services (53.2 hours), Wholesale and Retail Trade (53.1 hours), and Mining and Quarrying (51.5 hours). Other industries with high mean hours of work include Administrative and Support Services Activities (51.9 hours), Public Administration and Defense (49.2 hours), and Electricity, Gas, Steam, and Air Conditioning Supply (49.2 hours).

Table 4.13 Mean Hours Work per Week by Major Industry Division

Major Industry Division	Mean Hours Work					
	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Total	**47.5**	**51.4**	**34.1**	**47.0**	**50.4**	**35.8**
Agriculture, forestry and fishing	41.5	47.5	32.8	41.3	46.6	34.2
Mining and quarrying	52.3	52.3	42.9	51.5	51.6	40.4
Manufacturing	48.6	53.0	33.0	48.5	52.7	34.3
Electricity, gas, steams and air conditioning supply	47.0	46.9	48.7	49.2	49.2	-
Water supply, sewerage, waste management and remediation activities	50.3	50.5	42.6	48.1	48.1	-
Construction	46.7	46.8	40.2	48.0	48.0	42.8
Whole sale and retail trade, repair of motor vehicle and motorcycles	56.2	56.4	46.5	53.1	53.6	39.2
Transportation and storage	57.1	57.1	55.8	54.2	54.3	51.7
Accommodation and food services	60.5	60.7	46.0	53.2	53.9	37.4
Information and communication	50.1	50.4	44.9	48.7	49.8	38.9
Financial and insurance activities	47.1	47.5	44.3	46.2	50.9	25.9
Real estate activities	51.0	51.1	44.7	50.5	50.5	51.1
Professional a, scientific and technical activities	47.5	48.0	39.5	48.2	48.6	42.4
Administrative and support services activities	56.1	56.3	50.5	51.9	52.1	45.4
Public administration and defense	49.2	49.5	45	49.2	49.6	46.0
Education	40.9	43.9	37.6	42.8	45.3	40.4
Human Health and social work activities	50.8	52.4	46.8	50.0	51.6	47.4
Arts, entertainment and recreation	49.2	50.3	38.3	45.6	46.3	28.3
Other services activities	53.7	54.7	40	49.6	51.5	35.4
Activities of the households as employers	45.6	57.8	38.2	44.1	52.3	39.2
Activities of extraterritorial organization	35.0	35.0	.-	46.2	45.8	48.0

4.11 Formal and 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. Entry and exit in this sector are relatively easy for workers. It serves as an alternative for vulnerable groups, including women and those with little or no education, who have limited opportunities in the formal sector. The informal sector is important because it provides employment to the most vulnerable groups.

The formal sector (non-agriculture) includes those employed in government or state-owned enterprises, international organizations, foreign embassies, or incorporated companies registered with relevant authorities.

In contrast, 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 (19th ICLS), agriculture is no longer treated as a separate sector. Instead, informality can occur in both agricultural and non-agricultural sectors. In this section, tables on formal and informal sector employment are presented according to both old and new standards. The share of formal sector employment at national level is (27.9%) and informal sector is (72.1%).

Formal and informal Sector Employment

4.11.1 Employment by Sector

As per Labour Force Survey 2024-25 out of 79.7 million employed labour force, 60.4 million (75.8%) are male. The main contributor to total employment is the informal (non-agriculture) sector, accounting for (46.8%) of all employment. The formal (non-agriculture)

sector accounted for (18.1%) of total employment and agriculture accounted for (35.1%) of total employment. Male are mostly employed in the informal (non-agriculture) sector (54.2%), followed by the formal (non-agriculture) sector with (20.0%). Female are almost twice in informal (non-agriculture) sector (23.6%) compared to the formal (non-agriculture) sector which is (12.0%).

Table 4.14 Employment by Sector (13th ICLS)

Sector of Employment	2020-21(Million)			2020-21 (Percentage)		
	Total	Male	Female	Total	Male	Female
Total	**67.3**	**51.9**	**15.3**	**100.0**	**100.0**	**100.0**
Agriculture	25.2	14.8	10.4	37.4	28.4	67.9
Non-Agriculture	42.1	37.1	4.9	62.6	71.6	32.1
Formal	11.6	9.9	1.7	17.2	19.0	11.1
Informal	30.5	27.3	3.2	45.3	52.5	21.0
	2024-25(Million)			2024-25 (Percentage)		
Total	**79.7**	**60.4**	**19.3**	**100.0**	**100.0**	**100.0**
Agriculture	28.0	15.6	12.4	35.1	25.8	64.4
Non-Agriculture	51.7	44.8	6.9	64.9	74.2	35.6
Formal	14.4	12.1	2.3	18.1	20.0	12.0
Informal	37.3	32.7	4.6	46.8	54.2	23.6

Figure 4.7 Formal and Informal Sector Employment

The above graph shows the standardized figure of (Non-agriculture sector) formal and informal sector. Increased has been observed in the formal sector employment during the comparative periods. Formal sector employment increased from (27.5%, 27.9%), male (26.6%, 27.0%), while decreased is observed in the share of female (34.5%, 33.7%). The share of informal sector employment decreased from (72.5%, 72.1%).

Table 4.15 Employment by Sector (21st ICLS)

Sector of Employment	2024-25(Million)			2024-25 (Percentage)		
	Total	Male	Female	Total	Male	Female
Total	**77.2**	**59.4**	**17.8**	**100.0**	**100.0**	**100.0**
Formal	14.8	12.4	2.4	19.2	20.9	13.6
Informal	62.4	47.0	15.4	80.8	79.1	86.4

As per International standards (21st ICLS), out of 77.2 million employed labor force, 59.4 million (76.9%) are male. The main contributor to total employment is the informal sector, accounting for (80.8%) of the total employment. The formal sector accounted for (19.2%) of total employment. Both male and female are mostly employed in the informal sector (79.1%) and (86.4%) respectively, where the share in the formal sector is (20.9%) for male and (13.6%) for female.

Table 4.16 Formal and Informal Sector Employment by Provinces (13th ICLS)

Provinces/sector	LFS 2024-25 (Million)				
	Total	Agriculture	Non-Agriculture	Formal	Informal
Pakistan	**79.7**	**28.0**	**51.7**	**14.4**	**37.3**
KP	11.8	3.4	8.4	2.2	6.2
Punjab	45.9	17.0	28.9	7.6	21.4
Sindh	18.2	6.2	11.9	3.9	8.0
Balochistan	3.8	1.4	2.4	0.7	1.7
LFS 2024-25 (Percentage)					
Pakistan	**100.0**	**35.1**	**64.9**	**18.1**	**46.8**
KP	100.0	28.5	71.5	19.0	52.5
Punjab	100.0	37.0	63.0	16.4	46.6
Sindh	100.0	34.2	65.8	21.5	44.3
Balochistan	100.0	37.7	62.3	18.9	43.4

As shown in the above table, informal sector employment accounted for the largest share of total employment in descending order: KP (52.5%), followed by Punjab (46.6%), Sindh (44.3%), and Balochistan (43.4%), as noted in the LFS 2024-25. The share of employment in formal sector (non-agricultural) is more pronounced in descending order of Sindh (21.5%), followed by KP (19.0%), Balochistan (18.9%), and Punjab (16.4%), respectively as noted in the LFS 2024-25. The share of agriculture sector employment is highest in Balochistan (37.7%), followed by Punjab (37.0%), Sindh (34.2%) and KP (28.5%).

Table 4.17 Formal and Informal Sector Employment by Provinces (21ˢᵗ ICLS)

Provinces/Sector	LFS 2024-25 (Million)		
	Total	Formal	Informal
Pakistan	**77.2**	**14.9**	**62.4**
KP	11.3	2.3	9.0
Punjab	44.7	7.8	36.9
Sindh	17.5	4.0	13.5
Balochistan	3.7	0.7	3.0
Percentage			
Pakistan	**100.0**	**19.2**	**80.8**
KP	100.0	20.1	79.9
Punjab	100.0	17.4	82.6
Sindh	100.0	23.0	77.0
Balochistan	100.0	19.9	80.1

As per 21ˢᵗ ICLS, the share of formal sector employment is highest in Sindh (23.0%), followed by KP (20.1%), Balochistan (19.9%) and Punjab (17.4%), while informal sector employment is highest in Punjab (82.6%) followed by Balochistan (80.1%), KP (79.9%) and Sindh (77.0%).

4.11.2 Formal and Informal Sector Employment by Age

The below table indicates that the informal (non-agricultural) sector accounted for the largest share of total employment among all age groups. Share of employment in informal sector (non-agriculture) is high in the productive period of life (15-24) and (25-34) age groups while lower in early teens (10-14) and late sixties (65 and Over). Share of employment in formal sector (non-agriculture) is high in the productive period of life (25-34), (35-44) and (45-54) age groups while lower in early teens (10-14) and late sixties (65 and Over).

Table 4.18 Employment by Sector and Age Group (Million)

Sector/ Age Group	2020-21							
	Age group (years)							
	10-14	15-24	25-34	35-44	45-54	55-64	65 & Over	Total
Total	**1.24**	**16.25**	**17.66**	**15.27**	**10.30**	**4.99**	**1.54**	**67.25**
Agriculture	0.69	6.27	5.76	5.02	4.07	2.45	0.91	25.18
Non-Agriculture	0.55	9.98	11.90	10.25	6.22	2.55	0.63	42.07
Formal	0.05	2.13	3.61	3.07	1.93	0.71	0.08	11.58
Informal	0.50	7.85	8.29	7.18	4.29	1.83	0.55	30.49
	2024-25 (Million)							
	10-14	15-24	25-34	35-44	45-54	55-64	65 & Over	Total
Total	**2.12**	**18.43**	**19.18**	**17.79**	**12.96**	**6.96**	**2.29**	**79.73**
Agriculture	1.28	6.24	5.90	5.80	4.66	2.87	1.26	28.02
Non-Agriculture	0.83	12.18	13.28	11.99	8.30	4.09	1.03	51.71
Formal	0.05	2.71	4.21	3.65	2.49	1.15	0.16	14.42
Informal	0.78	9.47	9.07	8.34	5.81	2.95	0.86	37.28

Figure 4.8 Formal and Informal Sector Employment by Education Level

As shown in figure-4.8 the largest proportion of formal sector (non-agriculture) employment having education "Degree and above" (64.8%) while proportion of informal sector (35.2%). Those with "Intermediate but below degree" followed with (40.8%) employed in the formal

sector. Among those with "No Formal" Education (84.2), highest proportion of employed is observed in informal sector followed by "K.G but below primary" (84.3%) and "Primary but below middle" (83.4%). Thus, higher the level of education, greater chances to enter in formal sector as observed in LFS 2024-25.

Table 4.19 Formal and Informal Sector Employment by Occupational Groups

Major Occupational Groups	2024-25 (Million)				
	Total	Agriculture	Non-Agriculture	Formal	Informal
Total	**79.73**	**28.02**	**51.71**	**14.42**	**37.28**
Mangers	1.79	0.07	1.72	0.85	0.87
Professionals	4.79	0.00	4.79	3.11	1.68
Technicians	3.29	0.02	3.27	1.73	1.54
Clerical support workers	1.36	0.00	1.36	1.22	0.14
Services and Sale workers	13.31	0.01	13.30	2.05	11.26
Skilled Agriculture & Forestry Workers	24.08	23.92	0.16	0.08	0.08
Craft and related trade workers	10.56	0.00	10.56	1.16	9.40
Plant and Machinery Operators	6.43	0.13	6.30	1.89	4.41
Elementary Occupation	14.11	3.87	10.24	2.33	7.91
2024-25 (Percentage)					
Total	**100.0**	**35.1**	**64.9**	**18.1**	**46.8**
Mangers	100.0	3.8	96.2	47.6	48.6
Professionals	100.0	0.0	100.0	65.0	35.0
Technicians and Associate Professionals	100.0	0.7	99.3	52.5	46.8
Clerical support workers	100.0	0.0	100.0	89.5	10.5
Services and Sale workers	100.0	0.1	99.9	15.4	84.6
Skilled Agriculture & Forestry Workers	100.0	99.3	0.7	0.3	0.3
Craft and related trade workers	100.0	0.0	100.0	11.0	89.0
Plant and Machinery Operators	100.0	2.1	97.9	29.4	68.5
Elementary Occupations	100.0	27.4	72.6	16.5	56.1

The above table indicates that among "Professionals" (65.0%), "Technicians and Associate Professionals" (52.5%), and "Clerical support workers" (89.5%), a significant proportion are employed in the formal (non-agricultural) sector. In contrast, "Skilled agricultural, forestry, and fishery workers" are mainly employed in the agricultural sector (99.3%). Conversely, the majority of "Craft and related trade workers" (89.0%), "Services and sales workers" (84.6%), and "Plant and machinery operators" (68.5%) were employed in the informal (non-

agricultural) sector. The above table also indicates that "Mangers" approximately having the same share in both formal (47.6%) and informal sector (48.6%).

4.11.3 Employed Population: Informal Sector

As shown in the below table, the share of the informal sector in the non-agriculture sector decreased from (72.5%, 72.1%), with significant decline in rural areas (76.2%, 75.5%) than in urban areas (68.5%, 68.3%). On the other hand, formal sector activities expanded from (27.5%, 27.9%), with increases observed in both urban areas (31.5%, 31.7%) and rural areas (23.8%, 24.5%). The share of male in the formal sector increased from (26.6%, 27.0%), with the same trend observed in both rural (23.0%, 23.7%) and urban areas (30.3%, 30.6%). In contrast, the share of female in the formal sector decreased from (34.5%, 33.7%), with an increase observed in rural areas (28.9%, 29.1%) and a decrease in urban areas (42.1%, 41.5%).

Table 4.20 Distribution of Non-Agriculture Workers (%)

Sector	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Formal	27.5	26.6	34.5	27.9	27.0	33.7
Informal	72.5	73.4	65.5	72.1	73.0	66.3
Rural	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Formal	23.8	23.0	28.9	24.5	23.7	29.1
Informal	76.2	77.0	71.1	75.5	76.3	70.9
Urban	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Formal	31.5	30.3	42.1	31.7	30.6	41.5
Informal	68.5	69.7	57.9	68.3	69.4	58.5

4.12 Major Industry Divisions: Informal Sector

According to the size of respective shares in informal sector employment, the share of Wholesale and Retail Trade (30.5%, 31.0%) and Community, Social, and Personal Services (17.5%, 18.4%) increased. The share of Manufacturing (20.2%, 19.3%), Construction (19.6%, 19.3%), and "Others" decreased and Transport (11.7%, 11.7%) remain same. More female workers are employed in Manufacturing (58.6%, 52.2%) compared to male (15.7%, 14.7%) and in Community, Social, and Personal Services (34.5%, 37.4%) compared to male (15.4%, 15.7%). The share of male (33.6%, 34.2%) is higher than female (5.4%, 8.1%) in Wholesale and Retail Trade.

Table 4.21 Distribution of Informal Sector Employment by Major Industry Division (%)

Major Industry Divisions	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Manufacturing	20.2	15.7	58.6	19.3	14.7	52.2
Construction	19.6	21.8	1.3	19.3	21.9	0.4
Wholesale & retail trade	30.5	33.6	5.4	31.0	34.2	8.1
Transport, storage & communication	11.7	13.0	0.2	11.7	13.1	1.8
Community, social & personal services	17.5	15.4	34.5	18.4	15.7	37.4
* Others	0.5	0.5	-	0.3	0.4	0.1

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

Figure 4.9 Informal Sector Employment - By Major Industry Divisions (%)

4.12.1 Major Occupational Groups: Informal Sector

The below table indicates the informal sector employment by major occupational groups. The share of Managers (2.2%, 2.3%), Professionals (3.3%, 4.5%), Technicians and Associate

Professionals (3.9%, 4.1%), Service and Sales Workers (30.1%, 30.2%) and Skilled Agricultural, Forestry, and Fishery Workers (0.1%, 0.2%) increased, while the share of Craft and Related Trades Workers (26.5%, 25.2%), Plant and Machinery Operators (11.9%, 11.8%), and Elementary Occupations (21.6%, 21.2%) decreased. The share of Clerical Support Workers (0.4%, 0.4%) remained the same. In Craft and Related Trade activities, the share of female (56.2%, 51.6%) is more than double of male (23.0%, 21.5%). In the category of Professionals, the share of female (9.8%, 14.0%) was also three times higher than that of male (2.5%, 3.2%). In the rest of the occupational groups, the share of male is higher than that of female.

Table 4.22 Distribution of Informal Sector Employment by Major Occupational Groups (%)

Major Occupational Groups	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Managers	2.2	2.4	0.5	2.3	2.6	.5
Professionals	3.3	2.5	9.8	4.5	3.2	14.0
Technicians & associate professionals	3.9	4.2	1.4	4.1	4.4	2.4
Clerical support workers	0.4	0.5	0.1	0.4	0.4	0.3
Service and sales workers	30.1	32.6	8.5	30.2	32.8	11.2
Skilled agricultural, forestry & fishery workers	0.1	0.1	-	0.2	0.3	-
Craft & related trades workers	26.5	23.0	56.2	25.3	21.5	51.6
Plant/ machine operators & assemblers	11.9	13.2	1.1	11.8	13.2	1.7
Elementary occupations	21.6	21.5	22.4	21.2	21.6	18.3

4.12.2 Employment Status: Informal Sector

The employment status mainly consists of categories of Own account workers (46.0%) and Employees (44.7%). In the categories of Employers and Employees, the share of male (2.2%, 46.8%) is higher than the share of female (0.2%, 29.5%), while in the categories of Own Account Workers and Contributing Family Workers, the share of female (57.4%, 12.9%) is higher than that of male (44.4%, 6.6%). Male Contributing family workers (6.6%) are about half of female (12.9%), while Employers are predominantly male-intensive. As for changes during the comparative periods, Employees (49.0% to 44.7%), Employers (2.6% to 1.9%), and Contributing family workers (7.8% to 7.4%) decreased, while Own account workers (40.6% to 46.0%) increased during the comparative periods.

Table 4.23 Informal Sectors Workers – Distribution by Employment Status and Sex (%)

Employment Status	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Employers	2.6	2.8	0.3	1.9	2.2	0.2
Own account workers	40.6	41.2	35.3	46.0	44.4	57.4
Contributing family workers	7.8	7.0	15.0	7.4	6.6	12.9
Employees	49.0	49.0	49.4	44.7	46.8	29.5

4.13 Formal and Informal Employment

According to the international standard, a distinction exists between the formal and informal sectors and formal and informal employment. An individual works in either the formal or the informal sector, but access to basic benefits determines whether they are considered a formal employee. The focus on informal employment aims to identify persons working in precarious employment situations, regardless of the sector in which they work. Informal employment is defined as "the total number of informal jobs, whether carried out in formal sector enterprises, informal sector enterprises, or households". Informal employees are those whose employers do not contribute to their social security.

Figure 4.10 Formal Employees by Pakistan, Province & Sex (%)

Figure-4.10 illustrates that at national level, the share of formal employees is (18.3%) of overall paid employees. The ratio of formal employees is (17.9%) for male and (21.1%) for female. In the provinces, the share of formal employees is (20.8%) in KP, (15.5%) in Punjab, (21.0%) in Sindh, and (28.1%) in Balochistan. The data also reveal that the ratio of formal employees is higher for female than male in all provinces. The share female in KP (36.9%), Punjab (17.3%), Sindh (22.9%) and Balochistan (47.8%) while the share of male in KP (19.1%), Punjab (15.1%), Sindh (20.9%) and Balochistan (26.9%).

Table 4.24 Formal and Informal Employees by Major Industry Division

Major Industry	2024-25 (Millions)			2024-25 (Percentage)		
	Total	Formal	Informal	Total	Formal	Informal
Total	**33.6**	**27.4**	**6.2**	**100.0**	**18.3**	**81.7**
Agriculture, Forestry & Fishing	3.7	3.7	0.0	100.0	0.3	99.7
Mining & Quarrying	0.2	0.2	0.0	100.0	18.1	81.9
Manufacturing	6.2	5.4	0.8	100.0	13.4	86.6
Electricity, Gas and Water Supply	0.5	0.1	0.3	100.0	71.8	28.2
Construction	7.1	7.0	0.1	100.0	1.0	99.0
Wholesale & Retail Trade and Restaurants & Hotels	3.4	3.3	0.1	100.0	2.6	97.4
Transport Storage & Communication	2.4	2.1	0.3	100.0	11.9	88.1
Financing, insurance, Real Estate and Business Services	0.6	0.3	0.2	100.0	40.2	59.8
Community, Social & Personal Services	9.4	5.2	4.2	100.0	45.1	54.9

The below table illustrates that at national level the total number of paid employees is (33.6 million), comprising (27.4 million) informal employees and (6.2 million) formal employees. The share of formal employees is highest in Electricity, Gas and Water Supply (71.8%), followed by Community, Social & Personal Services (45.1%), Finance, insurance, Real Estate and Business Services (40.2%), Mining & Quarrying (18.1%), Manufacturing (13.4%), Transport Storage & communication (11.9%). The share of informal employment is highest in agriculture (99.7%), Construction (99.0%) and Wholesale & Retail Trade and Hotel & Restaurants (97.4%).

Table 4.25 Formal and Informal Employees by Occupational Groups

Major Occupational Groups	2024-25 (Millions)			2024-25 (Percentage)		
	Total	Formal	Informal	Total	Formal	Informal
Total	**33.6**	**6.2**	**27.4**	**100.0**	**18.3**	**81.7**
Mangers	0.6	0.4	0.3	100.0	55.9	44.1
Professionals	3.9	1.7	2.2	100.0	42.8	57.2
Technicians	2.1	0.9	1.2	100.0	42.8	57.2
Clerical support workers	1.3	0.7	0.6	100.0	56.9	43.1
Services and Sale workers	4.4	0.9	3.4	100.0	20.8	79.2
Skilled Agri. & Forestry Workers	0.2	0.1	0.1	100.0	40.8	59.2
Craft and related trade workers	4.5	0.3	4.2	100.0	5.8	94.2
Plant and Machinery Operators	3.7	0.5	3.2	100.0	13.3	86.7
Elementary Occupation	13.0	0.7	12.2	100.0	5.8	94.2

The above table illustrates that the share of formal employees in Managers (55.9%) and Clerical Support Workers (56.9%) is higher than the share of informal employees. The share of formal employees in other occupations includes Professionals (42.8%), Technicians (42.8%), Services and Sales Workers (20.8%), Skilled Agricultural and Forestry Workers (40.8%), Craft and Related Trade Workers (5.8%), Plant and Machinery Operators (13.3%), and Elementary Occupations (5.8%).

4.14 Home Based Workers

Home-based workers are workers whose main place of work is their own home. Among workers in employment, they may be employers, Own account workers, Employees or Contributing family helpers.

Table 4.26 Share of Homebased Workers in Overall Employment by Province (%)

Province	2020-21		2024-25	
	Homebased workers	Others	Homebased workers	Others
Pakistan	**7.9**	**92.1**	**6.0**	**94.0**
KP	8.5	91.5	4.5	95.5
Punjab	9.9	90.1	7.4	92.6
Sindh	4.1	95.9	4.2	95.8
Balochistan	1.0	99.0	2.4	97.6

The share of homebased workers in overall employment shows a declining trend at the national level, falling from (7.9%) in LFS 2020-21 to (6.0%) in LFS 2024-25, indicating a shift of workers towards other forms of employment. Among provinces, Punjab continues to host the highest concentration of homebased workers, though its share dropped from (9.9%,

7.4%), while Khyber Pakhtunkhwa witnessed the sharp decline, from (8.5%, 4.5%). Sindh share remained almost unchanged at around (4.1%, 4.2%), reflecting stability in its employment structure, whereas Balochistan, despite having the lowest proportion in LFS 2020-21 (1.0%), showed a notable increase to (2.4%) by LFS 2024-25, making it the only province to experience growth in homebased employment.

Figures 4.11 Share of Homebased worker in overall employment by Province (%)

Table 4.27 Distribution of Homebased Workers by Sex (%)

Province	Homebased workers 2020-21		Homebased workers 2024-25	
	Male	Female	Male	Female
Pakistan	**14.5**	**85.5**	**23.6**	**76.4**
KP	48.7	51.3	24.6	75.4
Punjab	6.1	93.9	21.3	78.7
Sindh	15.3	84.7	31.1	68.9
Balochistan	13.8	86.2	40.5	59.5

The distribution of homebased workers by sex reveals a noticeable shift between LFS 2020-21 and LFS 2024-25, with male participation rising across all provinces while the share of female declined correspondingly. At the national level, the proportion of male homebased workers nearly doubled from (14.5%, 23.6%), though female still dominate with (76.4%) in LFS 2024-25. Punjab consistently shows the strongest female concentration, with female making up (93.9%) in LFS 2020-21 and (78.7%) in LFS 2024-25, despite some increase in male participation. In contrast, Khyber Pakhtunkhwa had the most balanced gender composition in LFS 2020-21 (48.7%) male versus (51.3%) female, but by LFS 2024-25, male share dropped to (24.6%), and females increased to (75.4%). Sindh and Balochistan witnessed the sharpest rises in male participation, with Sindh increasing from (15.3%, 31.1%)

and Balochistan from (13.8%, 40.5%), showing narrowing gender gaps in these provinces. Overall, while homebased work continues to be female-dominated, especially in Punjab.

Figures 4.12 Distribution of Homebased Workers by Sex (%)

4.15 Type of Workplace

The LFS 2024-25 collects information on workplace types, enabling identification of workers like domestic workers based on their work location, which helps understand work environments and inform policy decisions.

Table 4.28 Employment by Place of Work and Sex

Place of work	2024-25 (Million)			2024-25 (Percentage)		
	Total	Male	Female	Total	Male	Female
Total	**77.2**	**59.4**	**17.8**	**100.0**	**100.0**	**100.0**
At his own dwelling	4.6	1.1	3.5	6.0	1.8	19.8
At family or friends dwelling	0.8	0.7	0.1	1.0	1.1	0.6
At the employers house	6.2	6.0	0.2	8.1	10.2	1.2
On the street / road	5.5	5.4	0.1	7.1	9.2	0.4
On the country side	24.8	14.3	10.5	32.2	24.1	58.8
In a shop, business office or industry	34.4	31.2	3.3	44.5	52.4	18.5
Other	0.8	0.7	0.1	1.1	1.2	0.7

The above table shows that approximately (4.6 million) people work either from their homes or from a structure attached to their homes. This is (6.0%) of total workers. However, the proportion of female who are home based workers is near eighteen times higher (19.8%) compared to that of males that is (1.8%). The survey results also depict that majority of employed persons are working in a shop, business office or industry (44.5%) followed by on the countryside (32.2%). At the employer house (8.1%) and on the street/road (7.1%) and at family of friends dwelling (1.0%) of the employed person working as per LFS 2024-25

results. Male are mostly working in business office or industry (52.4%) where most female are working on the countryside (58.8%).

Table 4.29 Employment Status of Homebased Workers (%)

Employment Status	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Employees	14.0	12.8	14.2	26.7	45.1	21.0
Employers	0.1	0.5	0.0	0.1	0.4	0.0
Own Account Workers	39.8	63.2	35.9	56.5	44.7	60.1
Contributing Family Helper	46.1	23.5	49.9	16.7	9.8	18.9

Between LFS 2020-21 and LFS 2024-25, the employment status of homebased workers shifted sharply from Contributing Family Helpers (46.1%) and Own Account workers (39.9%) towards Own-account work and Employees, which rose to (56.5%) and (26.7%). Gender patterns also changed, with male moving from being mostly contributing family workers (63.2%) to Employees (45.1%) and Own Account Workers (44.7%), while female shifted from contributing family Helper (49.9%) to a majority in Own-account work (60.1%).

4.16 Traveling Time to workplace

Analyzing traveling time to workplace in minutes is important to understand commuting patterns and their impact on workers' productivity and well-being. It also helps the government to improve transport infrastructure and promote equitable access to jobs.

Table 4.30 Traveling Time to Workplace

Traveling Time to workplace	2024-25 (%)		
	Total	Male	Female
Total	**100.0**	**100.0**	**100.0**
Less than 30 Minutes	69.5	63.9	88.1
31-45 Minutes	20.3	23.7	8.9
46-60 Minutes	5.6	6.7	2.0
61 Minutes or more	4.6	5.7	1.0

The above table on traveling time to workplace shows that a large majority of workers in Pakistan (69.5%) travel less than 30 minutes, with this share much higher among female (88.1%) compared to male (63.9%), reflecting female concentration in nearby or home-based jobs/work. Around (20.3%) of workers travel 31-45 minutes, mostly male (23.7%), while only a small proportion travel longer distances (5.6%) for 46-60 minutes and (4.6%) for more than an hour.

4.17 Freedom of Association

Freedom of association ensures that employees have the right to join or form unions and collectively represent their interests at the workplace. It is vital for protecting workers rights, promoting fair labour practices, and encouragement social dialogue between employers and employees.

Table 4.31 Freedom of Association

Member of any Association	2024-25 (%)		
	Total	Male	Female
Total	**100.0**	**100.0**	**100.0**
Yes	5.8	6.7	2.9
No	80.1	78.2	86.4
Don't know	14.1	15.1	10.7

Only a small proportion of employees at national level reported being members of any association, with just (5.8%) overall, (6.7%) of male are members compared to only (2.9%) of female. A large majority (80.1%) stated they are not affiliated with any association, while (14.1%) were unsure, reflecting limited awareness or access to collective representation mechanisms.

4.18 Employed: Occupational Safety and Health

About one in thirty-three (2.7%) employed persons report some sort of occupational injury/disease in the last 12 months preceding the date of enumeration that resulted into the loss of working time or to consultation with a practitioner. The percentage suffered finds that male workers are more vulnerable (3.2%) relative to female workers (1.2%). Similarly, urban workers (2.9%) are more vulnerable than rural workers (2.6%).

Table 4.32 Occupational Injuries/Diseases- Employed Persons by Status (%)

Status of Injuries/ Diseases	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Suffered	2.7	3.2	1.0	2.7	3.2	1.2
Not suffered	97.3	96.8	99.0	97.3	96.8	98.8
Rural	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Suffered	2.7	3.5	0.9	2.6	3.2	1.1
Not suffered	97.3	96.5	99.1	97.4	96.8	98.9
Urban	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Suffered	2.6	2.8	1.1	2.9	3.1	1.6
Not suffered	97.4	97.2	98.9	97.1	96.9	98.4

4.18.1 Major Industry Divisions: Occupational Safety and Health

The majority of occupational injury sufferers belong to the agriculture sector (23.9%), followed by construction (17.5%), manufacturing (17.4%), wholesale and retail trade (17.0%), and transport, storage, and communication (11.1%). Notably, female injuries in the agriculture sector are more than twice as prevalent (44.2%) as male injuries (21.6%). Similarly, injuries in community, social, and personal services (34.8%) exceed those of males (8.7%). In contrast, males are more vulnerable to injuries in the remaining sectors. A comparative analysis of risk profiles reveals that in manufacturing, transport, storage, and communication, and community, social, and personal services, exhibit a higher incidence of occupational injuries. Specifically, the occurrence of occupational injuries decreased in Agriculture (29.3%, 23.9%), Manufacturing (19.1% to 17.4%) and Construction (19.7% to 17.5%), whereas an increase is observed in wholesale and retail trade (13.7% to 17.0%), transport, storage, and communication (10.2% to 11.1%), and community, social, and personal services (6.6% to 11.3%).

Table 4.33 Occupational Injuries/Diseases by Major Industry Divisions (%)

Major Industry Divisions	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Agriculture, forestry, hunting and fishing	29.3	26.3	61.7	23.9	21.6	44.2
Mining & quarrying	0.5	0.5	0.4	0.6	0.7	0.0
Manufacturing	19.1	18.6	24.8	17.4	17.6	15.4
Electricity, gas and water	0.8	0.8	-	0.7	0.7	0.0
Construction	19.7	21.2	3.0	17.5	19.5	0.7
Wholesale & retail trade and restaurants & hotels	13.7	14.9	1.2	17.0	18.3	4.9
Transport, storage and communication	10.2	11.1	-	11.1	12.3	0.0
Financing, insurance, real estate and business services	0.1	0.1	-	0.5	0.6	0.0
Community, social and personal services	6.6	6.5	8.9	11.3	8.7	34.8

Note:- (-) Stands for no information

Figure 4.13 Occupational Injuries by Major Industry

Occultional Injreis by Major Industries

Industry	2024-25	2020-21
Community, social and personal services	11.3	6.6
Financing, insurance, real estate and business services	0.5	0.1
Transport, storage and communication	11.1	10.2
Wholesale & retail trade and restaurants & hotels	17	13.7
Construction	17.5	19.7
Electricity, gas and water	0.7	0.8
Manufacturing	17.4	19.1
Mining & quarrying	0.6	0.5
Agriculture, forestry, hunting and fishing	23.9	29.3

4.18.2 Major Occupational Groups: Occupational Safety and Health

The major groupings of the sufferers comprise Elementary occupations (22.7%), Skilled agriculture & fishery activities (19.5%), Craft & related trades workers (18.5%), Plant and machinery operator (14.6%) and service & sales workers (14.6%). Risk profile of skilled agriculture, forestry & fishery workers and Elementary occupations improved while Services & sales workers, Managers, Professionals, Technician & associate professionals, Clerical support staff and Plant/machine operators & assemblers deteriorated during the time lane.

Table 4.34 Occupational Injuries/Diseases by Major Occupational Groups (%)

Major Occupational Groups	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Managers	1.2	1.3	0.3	1.4	1.5	0.3
Professionals	1.1	1.0	1.8	4.2	2.3	21.0
Technicians & associate professionals	1.6	1.7	0.9	3.4	3.1	6.2
Clerical support workers	0.6	0.7	-	1.0	1.1	-
Service & sales workers	11.0	11.8	2.1	14.6	15.4	7.3
Skilled agricultural, forestry & fishery workers	26.1	23.1	58.6	19.5	17.3	39.3
Craft & related trades workers	23.6	23.7	23.0	18.5	19.1	13.6
Plant/ machine operators & assemblers	10.8	11.7	0.2	14.6	16.1	0.8
Elementary occupations	24.0	25.0	13.1	22.7	24.0	11.6

Note:- Totals may not tally due to rounding effect

4.18.3 Employment Status: Occupational Safety and Health

According to the relative size of the risk profile, Employees (51.2%), Own account workers (38.0%), and Contributing family workers (9.6%) take exhaustive account of the sufferers in the same order. The Employees category seems to be getting more while Own Account Workers and Contributing family workers categories seem to be getting less during the comparative periods. Sex-disaggregated shares are more pronounced for males in Employers, Employees and Own Account worker categories while for female in Contributing Family Helpers.

Table 4.35 Occupational Injuries/Diseases by Employment Status (%)

Employment Status	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Employers	1.4	1.5	0.3	1.1	1.3	-
Own account workers	39.6	40.5	29.5	38.1	39.3	26.0
Contributing family workers	10.9	7.1	53.5	9.6	6.3	39.6
Employees	48.1	50.9	16.7	51.2	53.1	34.4

Note:- (-) Stands for no information.

4.18.4 Types of Treatment Received: Occupational Safety and Health

About four in ten (45.7%) of the sufferers is reported to have consulted a doctor or other medical professionals, almost three out of ten (27.0%) get hospitalized and about one-fourth (25.7%) took time off work.

Table 4.36 Occupational Injuries by Types of Treatment Received (%)

Types of Treatment Received	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Hospitalized	16.2	16.7	10.6	27.0	27.8	20.0
Consulted a Doctor or other Medical Professional	40.5	41.9	25.2	45.7	45.3	48.2
Took time off work	31.6	29.5	55.0	25.7	25.4	28.8
None	11.7	11.9	9.2	1.6	1.5	3.0

Chapter

05

Wage and Income

Chapter-5 Wage and Income

Wage and Income

Wage and income data in the Labour Force Survey are crucial for understanding labour market trends, identifying disparities in employment and wages, ensure fair compensation, and enhance workers quality of life, thereby supporting informed decision-making among policymakers and stakeholders. Understanding variations in earnings is important in poverty and inequality analysis. This chapter presents earnings distribution as well as mean and median monthly wages. Mean and Median wages are compared across major occupational groups and industry divisions.

The median wage is a better measure of typical earnings because it represents the middle point of the wage distribution, showing what a typical worker earns. Unlike the average, it is not affected by very high or very low incomes, making it more reliable and fair for comparing wage levels, tracking changes over time, and analyzing income differences across groups.

5.1 Monthly Wages

This section focuses only on the average monthly wages of paid employees and average annual income of self-employed. Paid employees are those who received payment in cash or in kind for their main job/work. Their wages comprise the amount paid by their employer, plus any additional earnings from tips, commissions, or bonuses etc.

5.1.1 Frequency of Payment

Paid employees are those who worked for someone else in exchange for pay or wages, receiving remuneration in cash or kind on a daily, weekly, monthly, or piece-rate basis. Collecting data on wage payment practices is essential for analyzing the labor market and understanding the characteristics of paid employment. The below table show the detail of periodicity of payment.

Table 5.1 Distribution of Employees by Frequency of Payment and Sex

Frequency of Payment	2020-21 (Million)			2020-21 (Percentage)		
	Total	Male	Female	Total	Male	Female
Total	**28.2**	**24.4**	**3.8**	**100.0**	**100.0**	**100.0**
Daily	5.6	5.2	0.4	19.8	21.4	9.6
Weekly	5.0	4.4	0.6	17.9	18.2	15.9
Fortnightly	0.1	0.1	0.0	0.2	0.2	0.2
Monthly	16.1	13.8	2.3	57.1	56.7	59.6
Piece rate	1.4	0.8	0.6	4.9	3.3	14.5
Other	0.0	0.0	0.0	0.1	0.1	0.2

	2024-25 (Million)			2024-25 (Percentage)		
Total	**33.6**	**29.1**	**4.5**	**100.0**	**100.0**	**100.0**
Daily	7.1	6.4	0.7	21.1	22.1	14.6
Weekly	5.8	5.2	0.5	17.2	18.0	11.9
Fortnightly	0.1	0.1	0.0	0.4	0.4	0.4
Monthly	19.6	16.6	3.0	58.2	57.0	66.5
Piece rate	0.8	0.6	0.3	2.4	1.9	6.0
Other	0.2	02	0.0	0.6	0.6	0.7

Totals may not tally due to rounding effect

As per LFS 2024-25 results (table 5.1) , the number of paid employees increased from (28.2 to 33.6) million. This category includes both employees and paid apprentices/interns who are paid in cash or in kind. The share of paid employees who received wages on a daily basis increased from (19.8%, 21.1%), fortnightly (0.2%, 0.4%), monthly (57.1%, 58.2%), and other (0.1%, 0.6%), while the share of those who received wages on a weekly basis decrease from (17.9%, 17.2%) and piece rate (4.9%, 2.4%) during the comparative periods. A similar trend is observed for both male and female. All wages are converted to monthly wages for ease of analysis and comparison.

5.1.2 Average monthly wages

Rs.39974	Rs.38189	Rs.39801	Rs.41780	Rs.39042
KP	Punjab	Sindh	Balochistan	Pakistan

The mean is sensitive to extreme values while the median is not as sensitive to such values. Unlike the average, it is not affected by very high or very low incomes, making it more reliable and fair for comparing wage levels, tracking changes over time, and analyzing income differences across groups.

Table 5.2 Average Monthly Wages of Employees in the Main Job by Sex and Province

Provinces/Areas	Mean Wage (2024-25)			Median Wage (2024-25)		
	Total	Male	Female	Total	Male	Female
Pakistan						
All Areas	**39,042**	**39,302**	**37,347**	**33,600**	**33,600**	**30,000**
Rural	35,508	35,546	35,293	30,000	30,000	28,000
Urban	44,171	44,525	41,330	37,000	37,250	35,000
KP						
All Areas	**39,974**	**39,988**	**39,839**	**33,600**	**33,600**	**37,000**
Rural	39,268	39,202	39,938	33,600	32,760	37,000
Urban	43,826	44,464	39,459	35,517	35,000	37,000
Punjab						
All Areas	**38,189**	**38,447**	**36,922**	**32,000**	**32,760**	**29,400**
Rural	34,712	34,511	35,550	30,000	30,000	28,000
Urban	43,246	43,772	39,824	35,000	35,500	34,200
Sindh						
All Areas	**39,801**	**40,085**	**36,993**	**35,000**	**35,000**	**29,400**
Rural	32,075	32,515	28,537	27,000	27,300	25,200
Urban	45,654	45,617	46,087	40,000	38,550	45,000
Balochistan						
All Areas	**41,780**	**41,798**	**41,490**	**35,000**	**35,000**	**40,000**
Rural	40,405	40,237	43,801	34,000	33,600	40,000
Urban	44,179	44,605	38,988	37,000	37,000	40,000

The LFS survey results in Table-5.2 show that the average monthly wages of paid employees are higher in urban areas (Rs. 44,171) compared to rural areas (Rs. 35,508). A similar trend is observed in all four provinces. The same pattern holds for median wages. The data also indicate that average monthly wages for male are comparatively higher than for female. Furthermore, the results reveal that wages are higher in KP and Balochistan compared to Punjab and Sindh provinces.

Table 5.3 Distribution of Average Monthly Wage by Wage Group and Sex

Monthly Wages (Rs.)	2020-21 (Million)			2020-21 (Percentage)		
	Total	Male	Female	Total	Male	Female
Less than 15,000	10.3	8.0	2.3	36.5	32.6	61.1
15,001-25,000	9.7	9.1	0.6	34.2	37.3	14.5
25,001-35,000	4.2	3.8	0.4	14.8	15.6	9.5
35,001-45,000	1.8	1.5	0.3	6.2	6.2	6.5
45,001-55,000	0.8	0.7	0.1	3.0	2.9	3.3
55,001 and above	1.5	1.3	0.2	5.3	5.4	5.1

Monthly Wages (Rs.)	2024-25 (Million)			2024-25 (Percentage)		
Less than 15,000	2.7	1.9	0.8	8.1	6.7	17.4
15,001-25,000	7.0	6.1	0.9	20.8	21.0	19.4
25,001-35,000	9.5	8.5	1.0	28.2	29.1	22.5
35,001-45,000	6.1	5.7	0.5	18.3	19.5	10.5
45,001-55,000	2.6	2.3	0.3	7.9	8.1	6.6
55,001 and above	5.6	4.6	1.1	16.7	15.6	23.6

The survey results of (LFS 2024-25), as shown in Table-5.3, indicate that female accounted for (17.4%) of those who earned less than Rs. 15,000 per month (the lowest monthly wages), while male accounted for (93.3%) of those earning above Rs. 15,000 per month, with (6.7%) earning exactly Rs. 15,000 per month. The recent survey results reveal that the male percentage share is higher than the female percentage share among those who earned higher wages. Compared to the previous survey (LFS 2020-21), the share of female earning less than Rs. 15,000 per month decreased from (61.1% to 17.4%,) while the share of females earning more than Rs. 45,000 increased from (8.4% to 30.2%).

Figure 5.1 Average Monthly Wage by Wage Group and Sex (%)

5.1.3 Average monthly wages by Major Occupational Groups

The average monthly wage and median wage of paid employees by major occupations are crucial indicators for researchers, policymakers, and economists. It provides valuable insights into the labour market, enabling the assessment of income inequality, wage disparities, and

the overall standard of living. The average monthly wage represents the mean earnings of employees, while the median wage indicates the middle value, dividing the higher and lower earners.

Table 5.4 Average Monthly Wages by Major Occupational Groups and Sex

Major Occupational Groups	Monthly Mean Wages (2020-21)			Monthly Median Wages (2020-21)		
	Total	Male	Female	Total	Male	Female
Total	**24,028**	**24,643**	**20,117**	**18,000**	**18,900**	**12,000**
Mangers	68,214	68,935	61,112	60,000	60,000	45,000
Professionals	41,815	47,597	33,236	35,000	38,630	28,000
Technicians	33,553	34,392	28,362	30,000	30,000	24,000
Clerical support workers	34,259	34,329	32,721	32,000	32,000	32,000
Services and Sale workers	20,770	20,871	17,650	18,000	18,000	15,000
Skilled Agri. & Forestry Workers	24,917	24,948	14,036	21,000	21,000	7,560
Craft and related trade workers	20,091	21,709	10,554	18,667	20,000	8,400
Plant and Machinery Operators	21,721	21,742	19,980	19,800	20,000	13,000
Elementary Occupation	16,238	17,241	10,170	15,000	15,120	8,820
Major Occupational Groups	Monthly Mean Wages (2024-25)			Monthly Median Wages (2024-25)		
Total	**39,042**	**39,302**	**37,347**	**33,600**	**33,600**	**30,000**
Mangers	103,290	105,799	85,056	90,000	90,000	88,500
Professionals	62,997	71,388	50,651	60,000	63,000	53,900
Technicians	57,025	57,750	54,440	50,000	50,000	50,000
Clerical support workers	58,154	58,855	49,504	50,833	52,000	45,000
Services and Sale workers	41,257	41,590	29,698	38,000	38,000	30,000
Skilled Agri. & Forestry Workers	36,730	36,781	31,844	35,000	35,000	32,000
Craft and related trade workers	31,093	31,624	21,835	29,400	30,000	20,160
Plant and Machinery Operators	35,554	35,710	24,015	35,000	35,000	21,000
Elementary Occupation	26,786	27,620	21,687	25,200	25,200	21,000

As shown in Table-5.4, the average monthly wages of overall paid employees increased from Rs. 24,028 to Rs. 39,042 per month, while the median monthly wages increased from Rs. 18,000 to Rs. 33,600 per month. Gender disparities were obvious in the mean monthly wages; however, the pay gap decreased from (18.4%) to (5.0%). Based on median monthly wages, the pay gap decreased from (36.5%) to (10.7%). The table also reveals that, irrespective of occupation, both the mean and median monthly wages of male are higher than female.

Figure 5.2 Average Monthly Wage by Major Occupational Groups

Average Monthly Wage

Occupational Group	2020-21	2024-25
Elementary Occupation	16,238	26,786
Plant and Machinery Operators	21,721	35,554
Craft and related trade workers	20,091	31,093
Skilled Agri. & Forestry Workers	24,917	36,730
Services and Sale workers	20,770	41,257
Clerical support workers	34,259	58,154
Technicians	33,553	57,025
Professionals	41,815	62,997
Mangers	68,214	103,290

5.1.4 Average Monthly Wages by Major Industry Division

Average Monthly Wage at national level rose significantly in all sectors between LFS 2020-21 and LFS 2024-25, reflecting strong income growth and narrowing gender gap. Average monthly wages increased from (PKR 24,028 to PKR 39,042), while median wages rose from (PKR 18,000 to PKR 33,600). Agriculture, manufacturing, and Construction recorded notable increases, with median wage rising from (PKR 11,760 to PKR 21,000), (PKR 18,000 to PKR 33,600) and (PKR 16,800 to PKR 25,200). Community, social, and personal services, registered the highest pay levels, with median wages (PKR 25,000 to PKR 45,000).

Table 5.5 Average monthly wages of employees by major industries

Major Industry Division	Monthly Mean Wages (2020-21)			Monthly Median Wages (2020-21)		
	Total	Male	Female	Total	Male	Female
Overall	24,028	24,643	20,117	18,000	18,900	12,000
Agriculture/Forestry/Fishing	13,173	14,774	9,419	11,760	12,600	8,400
Manufacturing	21,979	23,313	14,238	18,000	18,958	8,820
Construction	18,922	18,933	17,239	16,800	16,800	16,800
Wholesale & Retail Trade	18,174	18,180	17,398	16,000	16,000	15,000
Transport Storage & Communication	25,407	25,041	56,506	20,000	20,000	60,000
Community/Social & Personal Services	31,720	33,949	25,290	25,000	27,000	18,000
Other	41,361	41,649	36,576	30,000	30,000	35,000

Occupation	Monthly Mean Wages (2024-25)			Monthly Median Wages (2024-25)		
Total	39,042	39,302	37,347	33,600	33,600	30,000
Agriculture, forestry and fishing	22,878	24,080	19,677	21,000	22,000	18,900
Manufacturing	36,029	36,659	24,509	33,600	34,000	23,100
Construction	28,372	28,367	30,356	25,200	25,200	29,400
Whole sale and retail trade, repair of motor vehicle and motorcycles	33,884	33,956	26,814	34,000	34,600	29,400
Transportation and storage	41,065	41,216	31,806	35,000	35,000	22,000
Community/social and personal	52,255	55,502	44,100	45,000	47,000	40,000
Others	61,843	61,254	68,714	50,000	49,167	62,583

5.1.5 Average Monthly Wage by Age Groups

Average monthly wages generally rise with age, peaking in the middle years when workers gain experience and skills, before stabilizing or declining after retirement. Youth aged (15-24) years are the lowest-paid employees, with an average monthly wage of Rs. 32,102 and a median monthly wage of Rs. 29,400. In all age groups, female employees had average monthly wages lower than of male employees in, except in the age group 15-24. The average monthly wage and median wage reported in LFS 2024-25 increased in all age groups for both male and female compared to LFS 2020-21.

Table 5.6 Distribution of Average Monthly by Age and Sex

Age Group	Monthly Mean Wages (2020-21)			Monthly Median Wages (2020-21)		
	Total	Male	Female	Total	Male	Female
10-14	9,999	10,319	8,828	8,820	9,240	7,560
15-24	16,895	17,357	13,807	15,000	15,120	10,000
25-34	24,087	24,137	23,788	18,900	20,000	14,700
35-44	26,788	27,784	20,779	20,580	21,000	13,000
45-54	30,698	31,868	23,206	22,000	23,520	12,600
55-64	33,075	34,047	23,657	21,000	23,000	10,500
65 & Over	21,027	21,860	12,294	16,800	17,640	8,400
Age Group	Monthly Mean Wages (2024-25)			Monthly Median Wages (2024-25)		
10-14	25,200	25,766	19,775	21,500	22,000	18,900
15-24	32,102	31,274	37,189	29,400	28,980	31,500
25-34	39,648	39,818	38,607	35,000	35,000	31,740
35-44	41,346	42,009	37,375	35,000	35,250	29,400
45-54	44,529	45,615	36,956	35,517	36,667	29,400
55-64	45,364	46,074	38,118	35,000	35,280	30,000
65 & Over	33,776	34,295	26,710	29,400	29,417	25,000

5.1.6 Average Monthly Wage in Formal & Informal Sector (Non-Agriculture)

The data indicates an upward trend in mean monthly wages across all sectors from LFS 2020-21 to LFS 2024-25. Overall wages increased from Rs. 24,028 to Rs. 39,042, showing substantial increase over the period. A similar trend is observed in the informal sector for both male and female. The agriculture sector show a notable increase from Rs. 13,173 to Rs. 22,878, reflecting improved income opportunities for rural workers. Similarly, the formal sector recorded the highest increase from Rs. 34,964 to Rs. 54,038. In the informal sector, wages also increased significantly from Rs. 17,529 to Rs. 30,834. Overall, these trends point to broad-based wage growth across Pakistan's labour market between 2020-21 and 2024-25.

Table 5.7 Average Monthly Wage in Formal and Informal Sector

Sector	Mean Monthly wage 2020-21		
	Total	Male	Female
Overall	**24,028**	**24,643**	**20,117**
Agriculture	13,173	14,774	9,419
Formal Sector	34,964	35,108	34,101
Informal Sector	17,529	18,355	10,616
	2024-25		
Overall	**39,042**	**39,302**	**37,347**
Agriculture	22,878	24,080	19,677
Formal Sector	54,038	54,451	51,860
Informal Sector	30,834	31,066	28,201

5.2 Average Annual Income of Self-employed

The LFS survey results in Table-5.8 depict that an Average annual income of Self-employed is higher in urban areas Rs. 634944 versus Rs.564078. Average Annual income in urban areas in all the four provinces are higher than rural areas. The same pattern is observed in median annual income. The data also indicate that average annual income of male is comparatively higher than female income.

Table 5.8 Average Annual Income by Province, Region and Sex

Provinces	Average Annual Income (2024-25)			Median Annual Income (2024-25)		
	Total	Male	Female	Total	Male	Female
Pakistan						
Total	**589,353**	**606,427**	**497,120**	**500,000**	**500,000**	**480,000**
Rural	564,078	580,277	491,771	500,000	500,000	480,000
Urban	634,944	649,620	513,500	540,000	550,000	480,000
KP						
Total	**607,246**	**620,325**	**529,085**	**550,000**	**550,000**	**550,000**
Rural	596,747	608,600	525,983	550,000	550,000	550,000
Urban	655,627	674,311	543,451	550,000	560,000	550,000
Punjab						
Total	**601,895**	**627,640**	**493,765**	**540,000**	**550,000**	**480,000**
Rural	572,358	597,742	487,454	500,000	540,000	480,000
Urban	654,837	674,761	514,685	550,000	550,000	480,000
Sindh						
Total	**546,602**	**552,791**	**485,966**	**500,000**	**500,000**	**480,000**
Rural	499,993	502,791	477,616	450,000	450,000	450,000
Urban	593,947	601,531	498,743	500,000	500,000	480,000
Balochistan						
Total	**572,134**	**576,518**	**461,153**	**500,000**	**500,000**	**450,000**
Rural	560,527	564,292	458,802	500,000	500,000	450,000
Urban	605,151	611,612	466,512	550,000	550,000	400,000

5.2.1 Average Annual Income of Self-Employed by Major Industry Division

As shown in Table-5.9, the annual income of self-employed individuals varies significantly across different sectors. Industries with a higher proportion of white-collar jobs tend to have higher annual incomes. However, a significant gender differential in income is observe, which is influenced by the gender composition of each group. Notably, the average annual income is highest in Financing, Insurance, Real Estate, and Business Services (Rs. 1,030,174), followed by Mining and Quarrying (Rs. 875,164), and Construction (Rs.

672,210). In contrast, the average annual income is lowest in Transport, Storage, and Communication (Rs. 514,920). A similar pattern is observed in the median annual income. Furthermore, in all industries, the average annual income of male is significantly higher than that of female.

Table 5.9 Average Annual Income of Self-Employed by Major Industry Divisions

Major Industry Divisions	Average Annual Income (2024-25)			Median Annual Income (2024-25)		
	Total	Male	Female	Total	Male	Female
Total	**589,353**	**606,427**	**497,120**	**500,000**	**500,000**	**480,000**
Agriculture, forestry, hunting and fishing	579,286	599,950	481,304	500,000	500,000	480,000
Mining & quarrying	875,164	875,164	--	685,000	685,000	--
Manufacturing	538,804	599,049	460,957	480,000	500,000	450,000
Electricity, gas and water	638,180	638,180	--	450,000	450,000	--
Construction	672,210	672,344	500,000	550,000	550,000	500,000
Wholesale & retail trade and restaurants & hotels	614,457	617,075	536,673	550,000	550,000	500,000
Transport, storage and communication	514,920	511,178	667,703	450,000	450,000	550,000
Financing, insurance, real estate and business services	1,030,174	1,030,635	980,703	700,000	700,000	350,000
Community, social and personal services	640,081	642,732	632,507	550,000	550,000	550,000

Figure 5.3 Average Annual Income of Self-Employed by Major Industry

5.2.2 Average Annual Income of Self-Employed by Major Occupational Group

Average annual income seems to be associated positively with the element of skill level. Similarly, the gender differentials in the income indicate link with the gender composition of an occupational groups. The more a group is masculine, the less it is likely to find female to earn high income. Thus, higher is the annual income of male as compared to that of female. In addition, annual income of male is more than female income in all occupational groups.

Table 5.10 Average Annual Income of Self-Employed by Major Occupational Groups

Major Groups Occupations	Average Annual Income (2024-25)			Median Annual Income (2024-25)		
	Total	Male	Female	Total	Male	Female
Total	**589,353**	**606,427**	**497,120**	**500,000**	**500,000**	**480,000**
Managers	1,115,287	1,120,472	920,621	900,000	920,000	850,000
Professionals	820,942	903,505	718,208	750,000	790,000	680,000
Technicians & associate professionals	769,897	775,742	586,374	600,000	600,000	550,000
Clerical support workers	552,283	564,478	428,157	500,000	500,000	350,000
Service and sales workers	572,843	576,231	504,444	500,000	500,000	480,000
Skilled agricultural, forestry & fishery workers	576,383	596,591	481,670	500,000	500,000	480,000
Craft & related trades workers	518,884	551,852	459,974	480,000	500,000	450,000
Plant/ machine operators & assemblers	496,432	496,252	506,883	450,000	450,000	550,000
Elementary occupations	470,733	462,966	520,565	450,000	450,000	550,000

Figure 5.4 Average Annual Income of Self-Employed by Major Industry

Chapter

06

Subsidiary Job/ Activities

Chapter-6 Subsidiary Job/Work

Subsidiary Work

Any activity carried out by a person for pay, profit or family gain in addition to his/her main job/work is considered as his/ her subsidiary Job/work.

If a person has more than one Job/work, the one in which the person usually works less number of hours per week is consider as his/her subsidiary job/work. If the usual hours of work are the same in each Job/work, the subsidiary job/work is the one that generated the less income.

6.1 Introduction

This chapter provides an in-depth analysis of subsidiary jobs/work, exploring the dynamics of employment across various dimensions, including age, sex, province, and region. The chapter includes the volume of subsidiary Job/Work, the sectoral composition of subsidiary employment. Furthermore, the analysis investigates average weekly hours usually worked, with a special focus on variations by gender, industry, and occupation, providing a comprehensive understanding of the subsidiary job market.

6.2 Profile of the Employed Population with Subsidiary Job/Work

It is very important to know about the industries and occupations of employed population having second job/work. There are some hard occupations and industries where male representation is more than female.

6.3 Employed in Subsidiary Job/Work: Absolute Figures

The volume of employed persons decreased (393.3) thousand from (2181.7) thousand in LFS 2020-21 to (1788.4) thousands in LFS 2024-25. Similar trend has been noticed in male (1938.8) thousand to (1520.1) thousands while female employment in subsidiary work/job has been increased from (242.9) thousand to (268.4) thousands. Decrease is observed in KP (369.5, 329.0), Punjab (1489.2, 1122.1), Sindh (295.0, 277.8) thousands and increased is observed in Balochistan (28.0, 59.6) thousands.

Table 6.1 Employed in Subsidiary Job/Work (Thousands)

Province/Sex	Employed in Subsidiary Job/work					
	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Pakistan	2181.7	1938.8	242.9	1788.4	1520.1	268.4
KP	369.5	356.6	12.9	329.0	287.3	41.7
Punjab	1489.2	1287.0	202.1	1122.1	926.4	195.7
Sindh	295.0	267.4	27.6	277.8	253.3	24.5
Balochistan	28.0	27.8	0.3	59.6	53.1	6.5

Total may not tally due to rounding effect

6.4 Employed in Subsidiary Job/Work: Major Industry Division

A comparison of survey estimates reveals changes in employment shares across various sectors. Notably, declines are observed in Agriculture, Forestry, and Fishing (68.5%, 61.3%), Construction (6.7%, 6.3%), and Manufacturing (5.0%, 4.7%). Conversely, increases are seen in Wholesale and Retail Trade (8.8%, 9.4%), Transport, Storage, and Communication (3.5%, 5.7%), and Community, Social, and Personal Services (7.5%, 12.5%). Meanwhile, the 'Other' category remains relatively stable, with a negligible change from (0.1%, 0.1%) during the comparative periods. More than half (61.7%) of male and (58.6%) female is working in agriculture sector, followed by Community, Social & Personal Services (10.2%) male (25.4%) female, Manufacturing (3.4%) male and (12.0%) female. In Wholesale & retail trade the share of male is (10.7%) and share of female is (2.4%).

Table 6.2 Distribution of Employment in Subsidiary Job/Work by Major Industry (%)

Major Industry Divisions	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Agriculture, forestry & fishing	68.5	67.9	73.2	61.3	61.7	58.6
Manufacturing	5.0	4.0	12.7	4.7	3.4	12.0
Construction	6.7	7.5	0.0	6.3	7.4	0.3
Wholesale & retail trade	8.8	9.5	3.1	9.4	10.7	2.4
Transport/storage & communication	3.5	4.0	0.1	5.7	6.5	1.3
Community, social & personal services	7.5	7.0	10.8	12.5	10.2	25.4
*Others	0.1	0.1	0.0	0.1	0.1	0.0

Totals may not tally due to rounding effect
* Others (includes mining & quarrying, electricity, gas & water and financial and insurance activities)

Figure 6.1 Distribution of Subsidiary Workers by Major Industry Divisions

2020-21

- Transport/storage & communication, 3.5
- Community/social & personal services, 7.5
- Others, 0.1
- Wholesale & retail trade, 8.8
- Construction, 6.7
- Manufacturing, 5
- Agriculture/forestry/hunting & fishing, 68.5

2024-25

- Community/social & personal services, 12.5
- Transport/storage & communication, 5.7
- Others, 0.1
- Wholesale & retail trade, 9.4
- Construction, 6.3
- Manufacturing, 4.7
- Agriculture/forestry/hunting & fishing, 61.3

6.5 Employed in Subsidiary Job/Work by Major Occupational Groups

A comparison of survey estimates reveal changes in the shares of occupational groups. Notably, decline is observed in Skilled Agriculture, Forestry, and Fishery Workers (60.5%, 55.3%), Elementary Occupations (15.4%, 12.6%), and Managers from (0.6%, 0.3%). Conversely, increase is noted in Professionals (3.7%, 7.3%), Technicians and Associate Professionals (3.1%, 4.1%), Services and Sales Workers (7.8%, 9.8%), and Plant and Machine Operators (4.0%, 5.5%). Meanwhile, the share of Craft and Related Trade Workers remains steady at (4.9%, 4.9%) during the comparative periods.

Table 6.3 Distribution of Subsidiary Workers by Major Occupational Groups (%)

Major Occupational Groups	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Managers	0.6	0.6	0.0	0.3	0.4	0.0
Professionals	3.7	3.1	8.3	7.3	5.1	20.1
Technicians & associate professionals	3.1	3.4	0.5	4.1	4.4	2.0
Clerical support workers	0.1	0.1	0.0	0.2	0.2	0.0
Service and sales workers	7.8	8.3	3.7	9.8	10.6	5.2
Skilled agricultural, forestry & fishery workers	60.5	62.4	44.8	55.3	57.2	44.5
Craft & related trades workers	4.9	3.9	12.8	4.9	3.6	12.0
Plant/ machine operators & assemblers	4.0	4.5	0.1	5.5	6.4	0.3
Elementary occupations	15.4	13.6	29.8	12.6	12.0	15.9

Totals may not tally due to rounding effect

Figure 6.2 Distribution of Subsidiary Workers by Major Occupational Groups

6.6 Employment Status of Subsidiary Workers

The labour market is characterized by a dominant share of Own Account Workers, accounting for (62.0%) of the total subsidiary workers. Followed by Contributing Family Workers (18.7%), Employees (17.7%) and Employers (1.6%). A notable gender disparity exists, with (64.7%) of male workers engaged as Own Account Workers, whereas (46.3%) of female workers fall into this category. It is evident that the share of Own Account Workers has decreased marginally (63.0%, 62.0%), while the proportion of Employees has also declined (20.3%, 17.7%). Conversely, the shares of Employers (0.4%, 1.6%) and Contributing Family Workers (16.2%, 18.7%) have increased during the comparative period.

Table 6.4 Employed in Subsidiary Job/Activity by Employment Status and Sex (%)

Employment Status	2020-21			2024-25		
	Total	**Male**	**Female**	**Total**	**Male**	**Female**
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Employers	0.4	0.4	0.5	1.6	1.5	2.1
Own account workers	63.0	67.2	30.2	62.0	64.7	46.3
Contributing family workers	16.2	14.1	33.7	18.7	18.1	22.3
Employees	20.3	18.4	35.6	17.7	15.6	29.2

Totals may not tally due to rounding effect

Figure 6.3 Employed in Subsidiary Job/Activity - Distribution by Employment Status

6.7 Hours of Work in Subsidiary Job/Work

There has been a notable decline in the mean hours worked per week in subsidiary work during the comparative period, decreased from (23.4 to 19.5) hours. This downward trend is consistent across both male (23.5 to 19.8) hours and female (22.4 to 18.3) hours. A similar pattern is observed in rural areas, where the average hours worked decreased from (23.2 to 19.6) hours. In urban areas, the decline is more obvious, with average hours worked decreased from (25.0 to 19.2) hours. Furthermore, all provinces show a decline in mean hours

worked, with Khyber Pakhtunkhwa decreased from (18.6 to 17.6) hours, Punjab from (24.0 to 20.0) hours, Sindh from (26.3 to 19.9) hours, and Balochistan from (27.1 to 20.6) hours.

Table 6.5 Mean Hours Worked in Subsidiary Job/Work by Area and Sex

Area	2020-21			2024-25		
	Total	**Male**	**Female**	**Total**	**Male**	**Female**
Pakistan						
Total	**23.4**	**23.5**	**22.4**	**19.5**	**19.8**	**18.3**
Rural	23.2	23.3	22.6	19.6	19.8	18.5
Urban	25.0	25.3	20.9	19.2	19.5	17.7
KP						
Total	**18.6**	**18.7**	**17.9**	**17.6**	**17.7**	**17.2**
Rural	18.4	18.4	16.5	17.7	17.6	18.5
Urban	21.4	21.2	23.3	17.0	18.1	14.8
Punjab						
Total	**24.0**	**24.2**	**22.8**	**20.0**	**20.2**	**18.6**
Rural	23.8	23.9	23.0	20.1	20.4	18.5
Urban	25.3	25.7	20.2	19.5	19.6	19.1
Sindh						
Total	**26.3**	**26.7**	**21.7**	**19.9**	**20.0**	**18.2**
Rural	26.3	26.8	21.6	20.5	20.5	20.3
Urban	26.0	26.3	22.3	19.0	19.4	16.1
Balochistan						
Total	**27.1**	**27.1**	**35.0**	**20.6**	**21.3**	**15.3**
Rural	27.9	27.8	35.0	20.1	20.8	15.1
Urban	23.9	23.9	0.00	22.3	22.4	18.0

Figure 6.4 Mean Hours Worked in Subsidiary Job/Activity by Sex & Provinces

Chapter

07

Digital Platform Employment

Chapter-7: Digital Platform Employment (Gig Workers)

Digital Platform Employment (Gig Workers)

Digital platform employment represents a major shift in labour markets, driven by technological advancements and the expansion of the gig economy. Instead of relying on conventional recruitment channels, workers increasingly use online platforms and apps to connect directly with employers or clients for short-term, freelance, or task-based work. This model offers flexibility, allowing individuals to choose when, where, and how they work, and creates opportunities for diverse groups, including women, youth, and migrant workers who might otherwise face barriers in traditional job markets. For employers, it reduces hiring costs and expands access to a global talent pool.

7.1 Introduction

Digital platform workers/employment, also known as gig workers, refer to individuals who engage in short-term, flexible and often freelance work arrangements through online platforms, mobile apps, or websites. These platforms connect workers with customers or clients who need specific tasks or services.

Main Work	Subsidiary Work	Main Work	Subsidiary Work
Both Sexes 2.2 Million	Both Sexes 0.19 Million	Both Sexes 2.9%	Both Sexes 10.6%
Male 1.8 Million	Male 0.15 Million	Male 3.0%	Male 9.8%
Female 0.4 Million	Female 0.04 Million	Female 2.5%	Female 15.0%

The distribution of Gig worker shows that physical work dominates the workforce, accounting for (97.1%), whereas proportion of Gig work is relatively rare, comprising only (2.9%) of overall employment. Notably, males are more likely to engage in online work using

digital platform, with (3.0%), compared to female, having proportion of (2.5%) in online work.

Table-7.1 Share of Gig Workers in Employment by Sex

Gig Workers/Jobs/Sex	Total	Male	Female
Total Employment	**100.0**	**100.0**	**100.0**
Physical	97.1	97.0	97.5
Online	2.9	3.0	2.5

Figure-7.1: Share of Gig Workers in Employment (%)

7.2 Gig Worker by Province

The distribution of gig workers overall and by province and sex shows some important patterns. Sindh has the highest share of gig workers (3.4%), followed by Khyber Pakhtunkhwa (2.9%), Punjab (2.8%), and Balochistan (1.2%). Mostly gig workers are male,

with their highest share in Sindh (3.5%), followed by Punjab (3.0%), Khyber Pakhtunkhwa (2.6%), and Balochistan (1.2%). Female share in gig work is lower than male, but the highest female share is in Khyber Pakhtunkhwa (4.0%), followed by Sindh (2.6%), Punjab (2.2%), and Balochistan (1.2%).

Table-7.2 Distribution of Gig Workers by Sex and Province (%)

Gig Workers/Jobs	Total	Male	Female
Pakistan	**2.9**	**3.0**	**2.5**
KP	2.9	2.6	4.0
Punjab	2.8	3.0	2.2
Sindh	3.4	3.5	2.6
Balochistan	1.2	1.2	1.2

7.3 Gig Workers by Type of Activity

The distribution of gig workers by economic activity and sex in LFS 2024-25 shows some clear patterns. Teaching is the most common gig activity, involving (17.8%) of workers, and it is strongly female-dominated, with nearly (39.8%) of female gig workers engaged in this field. Taxi services (16.8%) and selling goods (16.8%) also account for a large share, with selling goods being especially common among female (21.9%) and Taxi services (20.9%) among male. Freelancing is another major activity, employing (14.3%) of workers, with male and female participating almost equally (14.3% and 14.4%). Delivery services employ (12.2%) of gig workers, while smaller shares are engaged in other activities such as YouTube, TikTok, or vlogging (5.6%), Any Other (5.0%), On-location services (4.7%), Medical or health care (4.2%), and Renting services (2.8%). The table also shows that male dominate in certain fields like taxi and delivery services and female are more concentrated in teaching and selling goods.

Table 7.3 Distribution by Gig Worker/Jobs by Type of Activity and Sex (%)

Gig Worker/Jobs/Sex	Total	Male	Female
Total	**100.0**	**100.0**	**100.0**
Selling Goods	16.8	15.5	21.9
Taxi Services	16.8	20.9	0.0
Delivery Services	12.2	14.9	1.1
Freelancing Activities	14.3	14.3	14.4
Medical/Health Care	4.2	3.1	8.7
Teaching	17.8	12.3	39.8
Renting Services	2.8	3.4	0.2
On Location Services	4.7	5.5	1.5
Other Activities (YouTube, TikTok, Vlog etc.)	5.6	4.8	8.8
Any Other	5.0	5.3	3.7

Totals may not tally due to rounding effect

Figure-7.2 Distribution of Gig Worker by Type of Activity (%)

Table-7.4 Share of Gig Workers in Subsidiary Employment

Gig Workers/Sex	Total	Male	Female
Total Employment	**100.0**	**100.0**	**100.0**
Physical	89.4	90.2	85.0
Online	**10.6**	**9.8**	**15.0**

The distribution of Gig worker in subsidiary Job/Work shows that physical work dominates the workforce, accounting for (89.4%), whereas proportion of Gig work is relatively rare, comprising only (10.6%) of overall subsidiary employment. Notably, female is more likely to engage in online work using digital platform, with (15.0%), compared to male, having proportion of (9.8%) in online work.

Figure-7.3 Share of Gig Workers in Subsidiary Employment

7.4 Subsidiary Gig Workers by Province

Subsidiary Work

10.8%
9.4%
15.9%
6.8%

The distribution of Gig workers by province and sex reveal some key trends. Sindh have the highest percentage of subsidiary gig workers (15.9%), followed by Khyber Pakhtunkhwa (10.8%), Punjab (9.4%) and Balochistan (6.8%). Female dominate the subsidiary gig work with the highest percentage in Sindh (33.4%) and Khyber Pakhtunkhwa (16.9%), Balochistan (14.1%) and Punjab (12.4%). Male have a relatively low share in subsidiary gig work, with Sindh (14.3%), followed by Khyber Pakhtunkhwa having (10.0%), Punjab (8.7%) and Balochistan with (5.9%).

Table-7.5 Distribution of Gig Workers in Subsidiary Job/Work by Sex (%)

Gig Worker/Jobs /Sex	Total	Male	Female
Pakistan	**10.6**	**9.8**	**15.0**
KP	10.8	10.0	16.9
Punjab	9.4	8.7	12.4
Sindh	15.9	14.3	33.4
Balochistan	6.8	5.9	14.1

7.5 Subsidiary Gig Workers by Type of Activity

The distribution of Subsidiary Gig workers by economic activity and sex reveal interesting trends. Selling and Teaching dominate the gig economy, accounting for (22.3%) of workers, with male predominantly engaged in selling goods (25.4%) and female predominantly dominate the Teaching (36.1%). Another notable activity includes Other Activities

(YouTube, TikTok, Vlog etc.) (11.4%), Taxi Services (10.8%), Delivery Services (10.1%) and Freelancing (9.2%). Selling Goods, Taxi Services, Delivery Services are male dominated activities. Freelancing, Teaching, Other Activities (YouTube, TikTok, Vlog etc.) are female-dominated activities.

Table-7.6 Distribution by Subsidiary Gig Worker by Type of Activity and Sex (%)

Gig Worker/Sex	Total	Male	Female
Total	**100.0**	**100.0**	**100.0**
Selling Goods	22.3	25.4	10.9
Taxi Services	10.8	13.8	0.0
Delivery Services	10.1	11.5	5.2
Freelancing Activities	9.2	8.5	12.1
Medical/Health Care	7.3	7.7	6.1
Teaching	22.3	18.5	36.1
Renting Services	1.2	1.5	0.0
On Location Services	4.2	4.4	3.5
Other Activities (YouTube, TikTok, Vlog etc.)	11.4	7.4	26.2
Any Other	1.2	1.5	0.0

Totals may not tally due to rounding effect

Figure-7.4 Distribution of Gig Worker by Type of Activity (%)

Chapter

08

Youth Labour Market Indicators

Chapter-8: Youth Labour Market Indicators

Youth Labour Market Indicators

Youth labour market indicators, which focus on individuals aged 15-24, provide valuable statistical insights into the employment situation of young people within an economy. These indicators serve as essential tools for governments, policymakers and researchers to assess and understand the dynamics of youth engagement in the labour market.

Some key aspects of youth labour market indicators include:

1. **Youth Unemployment Rate:** Measure the proportion of young people in the labour force who are unemployed.
2. **Youth Employment to Population Ratio:** Track the proportion of young people who are employed.
3. **Labour Force Participation Rate:** Indicate the proportion of young people who are actively participating in the labour market.
4. **Education and Training:** Provide insights into the educational attainment and vocational training of young people.
5. **Youth Not in Education, Employment or Training:** Provide insights into the youth not engaged in education, employment or training.

8.1 Introduction

Youth labour market indicators, which focus on individuals age 15-24, provide valuable statistical insights into the employment situation of young people within an economy. This chapter includes information on the youth labour force, youth employment, youth unemployment, youth in education, and youth in training. Youth are a vital portion of society, and individuals age 15-24 comprise approximately (19%) of the total population. This chapter will provide key aspects of youth labour market indicators.

8.2 Profile of Youth (15-24 Years)

Table 8.1 shows the proportion of young people age (15-24) in the overall population and workforce. There are (46.3) million young people in this age group, with (24.2) million male and (22.1) million female. Interestingly, the percentage of young people in the total

population decreased slightly from (18.8% to 18.5%), and similarly, their share in the working-age population decreased from (26.1% to 25.8%) over the respective years.

Table 8.1 Youth Population by Age and Sex (Million)

Age Group	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Overall Population	222.4	113.5	108.9	250.5	128.5	122.0
Working Age Population	159.8	80.9	78.9	179.6	92.0	87.6
Youth Population (15-24)	41.8	21.3	20.5	46.3	24.2	22.1
	2020-21 (Percentages)			2024-25 (Percentages)		
Share of Youth (15-24) in Overall Population	18.8	18.8	18.8	18.5	18.9	18.1
Share of Youth (15-24) in Working Age Population	26.1	26.3	25.9	25.8	26.3	25.2

Figure-8.1: Share of Youth (15-24 Years) in Population

Table 8.2 Share of Youth (15-24 Years) Population by Province (%)

Provinces/Sex	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Pakistan	**18.8**	**18.8**	**18.8**	**18.5**	**18.9**	**18.1**
KP	19.1	19.5	18.7	19.7	20.3	19.1
Punjab	19.1	19.0	19.3	18.6	18.8	18.3
Sindh	17.9	17.9	17.8	17.8	18.2	17.4
Balochistan	18.1	18.3	17.8	16.7	17.8	15.3

The share of youth (15-24 years) in the population shows a slight decline at the national level, dropping from (18.8%) in LFS 2020-21 to (18.5%) in LFS 2024-25, with male share increasing from (18.8%) to (18.9%) while female share decreased to (18.1%). Provincially, Khyber Pakhtunkhwa stands out with an increase from (19.1%, 19.7%), particularly driven by male (20.3%), while Punjab witnessed a minor decline from (19.1%, 18.6%), affecting both sexes. Sindh's youth share remained almost unchanged at around (18%), though the female proportion decrease slightly. Balochistan recorded the sharpest decline, from (18.1%, 16.6%), with female youth dropping significantly from (17.8%, 15.3%). Youth population at national level shows a marginal downward trend, regional variations highlight growth in KP but notable decline in Balochistan.

8.3 Youth (15-24 Years) with Technical /Vocational Training

Table-8.3 presents the number of youth age (15-24) who received technical/vocational training, broken down by province and sex, for the years LFS 2020-21 and LFS 2024-25. In LFS 2020-21, at national level (4.4) million youth received technical/vocational training, comprising (2.6) million male and (1.9) million female. By LFS 2024-25, this number had increased to (4.9) million, with (3.0) million male and (1.9) million female. Notably, the provincial distribution of youth with technical/vocational training shifted, with significant increases in Sindh from (5.6%, 13.2%) and Balochistan (from 1.2%, 5.1%), and decreases in KP from (18.1%, 16.0%) and Punjab from (75.1%, 65.7%). In KP increased is observed in male (17.2%, 18.8%) and decreased is observed in female (19.3%, 11.6%). In Punjab decreased is observed in both male (75.1%, 62.8%) and female (75.0%, 70.1%). In Sindh and Balochistan increased is observed in both male and female.

Table 8.3 Youth (15-24 Years) having Technical/Vocational Training

Provinces/Sex	2020-21 (Millions)			2024-25 (Millions)		
	Total	Male	Female	Total	Male	Female
Pakistan	4.4	2.6	1.9	4.9	3.0	1.9
KP	0.8	0.4	0.4	0.8	0.6	0.2
Punjab	3.3	1.9	1.4	3.2	1.9	1.3
Sindh	0.2	0.2	0.1	0.7	0.4	0.2
Balochistan	0.1	0.0	0.0	0.3	0.1	0.1
	2020-21 (Percentages)			2024-25 (Percentages)		
Pakistan	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
KP	18.1	17.2	19.3	16.0	18.8	11.6
Punjab	75.1	75.1	75.0	65.7	62.8	70.1
Sindh	5.6	6.2	4.8	13.2	13.7	12.5
Balochistan	1.2	1.4	0.9	5.1	4.7	5.8

Figure 8.2 Youth Population (15-24 Years) having Technical/Vocational Training by sex

8.4 Youth (15-24 Years) in Employment

Table-8.4 presents the number of employed youth age (15-24), broken down by province and sex, for LFS 2020-21 and LFS 2024-25. In LFS 2020-21, (16.2) million youth are employed, comprising (12.4) million male and (3.8) million females. By LFS 2024-25, this number increased to (18.4) million, with (14.0) million male and (4.5) million females. Notably, the provincial distribution of employed youth followed a similar trend, with a slight increase in KP from (14.3% to 15.5%) and decreases in Punjab from (57.7% to 57.5%), Sindh from (22.9% to 22.3%), and Balochistan from (5.1% to 4.7%). Interestingly, the provincial share of youth employment reflects the trend of provincial share in the overall population.

Table 8.4 Youth (15-24 Years) in Employment by Sex (13th ICLS)

Provinces/Sex	2020-21 (Million)			2024-25 (Million)		
	Total	Male	Female	Total	Male	Female
Pakistan	**16.2**	**12.4**	**3.8**	**18.4**	**14.0**	**4.5**
KP	2.3	1.8	0.5	2.9	2.4	0.4
Punjab	9.4	6.8	2.6	10.6	7.5	3.1
Sindh	3.7	3.1	0.6	4.1	3.3	0.8
Balochistan	0.8	0.7	0.1	0.9	0.7	0.1
	2020-21 (Percentages)			2024-25 (Percentages)		
Pakistan	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
KP	14.3	14.9	12.2	15.5	17.4	9.6
Punjab	57.7	54.4	68.5	57.5	53.4	70.3
Sindh	22.9	24.9	16.4	22.3	23.9	17.4
Balochistan	5.1	5.8	2.9	4.7	5.3	2.7

Totals may not tally due to rounding effects

Figure 8.3 Share of Youth (15-24 Years) in Employment

8.5 Youth (15-24 Years) in Education

Table-8.5 presents the number of youth age (15-24) currently enrolled in any educational institutions, broken down by province and sex. In LFS 2020-21, (11.8) million youth were in education at national level, consisting of (6.6) million male and (5.2) million females. In LFS 2024-25, this number increased to (17.1) million, with (9.0) million male and (8.1) million females. Notably, the provincial share of youth in education follows the trend, with increases in KP from (18.3%, 19.2%) and Sindh (18.8%, 22.0%) and decrease has been observed in Punjab (58.0%, 54.3%) and Balochistan (4.9%, 4.5%).

Table 8.5 Youth (15-24 Years) in Education by Sex

Provinces/Sex	2020-21 (Million)			2024-25 (Million)		
	Total	Male	Female	Total	Male	Female
Pakistan	**11.8**	**6.6**	**5.2**	**17.1**	**9.0**	**8.1**
KP	2.2	1.5	0.6	3.3	2.0	1.3
Punjab	6.9	3.4	3.5	9.3	4.4	4.9
Sindh	2.2	1.3	0.9	3.8	2.1	1.7
Balochistan	0.6	0.4	0.2	0.8	0.5	0.3
	2020-21 (Percentages)			2024-25 (Percentages)		
Pakistan	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
KP	18.3	23.0	12.3	19.2	22.3	15.9
Punjab	58.0	50.6	67.4	54.3	49.1	60.0
Sindh	18.8	19.9	17.4	22.0	22.9	20.9
Balochistan	4.9	6.4	3.0	4.5	5.8	3.2

Totals may not tally due to rounding effects

8.6 Youth (15-24 Years) Key Indicators

The following table presents key statistics on youth age (15-24) at national and provincial level, broken down by sex. The indicators include the labour force, employed labour force, unemployed labour force, youth population, youth unemployment rate, youth labour force participation rate and youth employment-to-population ratio, providing a comprehensive overview of youth labour market trends.

Table 8.6 Youth (15-24 Years) Key Labour Indicators by sex 13th ICLS

Province	(2020-21 Million)					Percentage		
	Employed	Unemployed	Labour Force	Out of Labour Force	Youth Population	UR	EPR	LFPR
Total	**16.2**	**2.0**	**18.3**	**23.5**	**41.8**	**11.1**	**38.9**	**43.8**
KP	2.3	0.4	2.7	4.4	7.1	14.2	32.5	37.9
Punjab	9.4	1.3	10.7	12.4	23.0	11.9	40.7	46.3
Sindh	3.7	0.3	4.0	5.2	9.2	7.0	40.4	43.5
Balochistan	0.8	0.1	0.9	1.5	2.4	9.9	34.4	38.2
Male	**12.4**	**1.4**	**13.8**	**7.5**	**21.3**	**10.0**	**58.2**	**64.7**
KP	1.8	0.2	2.1	1.6	3.7	11.1	50.2	56.5
Punjab	6.8	0.9	7.6	3.9	11.5	11.2	58.8	66.3
Sindh	3.1	0.2	3.3	1.5	4.8	6.6	63.9	68.4
Balochistan	0.7	0.1	0.8	0.5	1.3	9.8	54.3	60.2
Female	**3.8**	**0.6**	**4.5**	**16.0**	**20.5**	**14.4**	**18.8**	**21.9**
KP	0.5	0.2	0.6	2.8	3.5	24.7	13.6	18.0
Punjab	2.6	0.4	3.0	8.5	11.5	13.7	22.8	26.4
Sindh	0.6	0.1	0.7	3.7	4.4	8.9	14.4	15.8
Balochistan	0.1	0.0	0.1	1.0	1.1	10.5	10.4	11.6
	(2024-25 (Million)					Percentage		
Total	**18.4**	**2.6**	**21.1**	**25.3**	**46.3**	**12.5**	**39.8**	**45.5**
KP	2.9	0.5	3.4	5.1	8.4	14.9	34.0	39.9
Punjab	10.6	1.5	12.1	13.0	25.1	12.7	42.2	48.3
Sindh	4.1	0.5	4.6	5.8	10.4	10.6	39.5	44.2
Balochistan	0.9	0.1	1.0	1.4	2.4	11.4	36.1	40.8
Male	**14.0**	**2.0**	**15.9**	**8.3**	**24.2**	**12.3**	**57.6**	**65.7**
KP	2.4	0.4	2.8	1.6	4.4	13.1	54.7	62.9
Punjab	7.5	1.1	8.6	4.3	12.9	13.0	57.9	66.5
Sindh	3.3	0.4	3.7	1.8	5.5	10.5	60.2	67.2
Balochistan	0.7	0.1	0.8	0.5	1.4	10.9	54.0	60.6
Female	**4.5**	**0.7**	**5.1**	**16.9**	**22.1**	**13.2**	**20.2**	**23.3**
KP	0.4	0.1	0.6	3.4	4.0	24.0	10.8	14.2
Punjab	3.1	0.4	3.6	8.7	12.2	12.0	25.7	29.2
Sindh	0.8	0.1	0.9	4.0	4.9	11.1	16.0	18.0
Balochistan	0.1	0.0	0.1	0.9	1.0	14.3	11.9	13.9

As shown in Table-8.6, the overall youth unemployment rate increased from (11.1%, 12.5%), male follows the same trend (10.0%, 12.3%), however the female youth unemployment rate decreased from (14.4%, 13.2%) in the comparative periods. At provincial level the

unemployment rate has been increased in all four provinces. Male youth employment to population ratio has been increased (38.9%, 39.8%), female follows the same trend (18.8%, 20.2%), however, decreased has been observed in male (58.2%, 57.6%). At provincial level youth employment to population has been increased in three provinces (KP, Punjab, Balochistan) and decreased in Sindh. Youth Labour Force Participation Rate has increased at National level (43.8%, 45.5%) and Provincial level KP (37.9%, 39.9%), Punjab (46.3%, 48.3%), Sindh (43.5%, 44.2%) and Balochistan (38.2%, 40.8%). Similar trend has observed for male and female at national and provincial level.

Figure 8.4 Key indicator of Youth (15-24 Years)-13th ICLS

Key Indicators

	UR 2020-21	EPR 2020-21	LFPR 2020-21	UR 2024-25	EPR 2024-25	LFPR 2024-25
Pakistan	11.1	38.9	43.8	12.5	39.8	45.5
KP	14.2	32.5	37.9	14.9	34	39.9
Punjab	11.9	40.7	46.3	12.7	42.2	48.3
Sindh	7	40.4	43.5	10.6	39.5	44.2
Balochistan	9.9	34.4	38.2	11.4	36.1	40.8

The Pakistan Bureau of Statistics has aligned its employment definitions with international standards by adopting the recommendations of 19th International Conference of Labour Statisticians. According to the latest international standards employment will no longer include subsistence agriculture who produced agriculture products for their own use. As a result, key indicators such as Labour Force, Employed, Unemployed, Employment to Population Ratio, Labour Force Participation Rate, and Unemployment rate for youth aged 15-24 are calculated based on these new standards, with the figures presented in Table-8.7.

According to the 19th ICLS (New International Standards), the figures of Youth unemployment rate is highest in KP (15.4%) followed by Punjab (12.9%), Balochistan (11.6%) and Sindh Province (11.0%). Unemployment rate for female is higher than male in all provinces. The LFS 2024-25 results depict that Employment to Population Ratio (EPR) is highest in Punjab (41.3%), followed by Sindh (38.0%), Balochistan (35.5%) and KP (32.8%).

Labour Force Participation Rate (LFPR) follow the trend of employment to population ratio at provincial level. Two indicators employment to population ratio and labour force participation rate are higher for male than female, however, unemployment rate is higher for female than male in all provinces.

Table 8.7 Youth (15-24 Years) Key Labour Indicators by Sex (19th ICLS)

Province	Employed	Unemployed	Labour Force	Out of Labour Force	Youth Population	UR	EPR	LFPR
(2024-25 (Million)								
Total	**17.9**	**2.6**	**20.6**	**25.8**	**46.3**	**12.8**	**38.7**	**44.4**
KP	2.8	0.5	3.3	5.2	8.4	15.4	32.8	38.7
Punjab	10.4	1.5	11.9	13.2	25.1	12.9	41.3	47.4
Sindh	4.0	0.5	4.4	6.0	10.4	11.0	38.0	42.7
Balochistan	0.8	0.1	1.0	1.4	2.4	11.6	35.5	40.1
Male	**13.7**	**2.0**	**15.7**	**8.5**	**24.2**	**12.5**	**56.7**	**64.7**
KP	2.4	0.4	2.7	1.7	4.4	13.4	53.3	61.5
Punjab	7.4	1.1	8.5	4.4	12.9	13.1	57.3	65.9
Sindh	3.3	0.4	3.6	1.9	5.5	10.7	58.8	65.8
Balochistan	0.7	0.1	0.8	0.5	1.4	11.0	53.3	59.9
Female	**4.2**	**0.7**	**4.9**	**17.2**	**22.1**	**14.0**	**19.0**	**22.1**
KP	0.4	0.1	0.5	3.4	4.0	25.6	9.9	13.3
Punjab	3.0	0.4	3.4	8.8	12.2	12.6	24.5	28.0
Sindh	0.7	0.1	0.8	4.1	4.9	12.3	14.3	16.3
Balochistan	0.1	0.0	0.1	0.9	1.0	15.0	11.3	13.2

8.7 Youth (15-24 Years) NEET Rate

Youth of age (15-24) comprise a crucial segment of the population, holding immense potential for driving socio-economic growth and development in the country. Effective utilization of this demographic segment can be achieved by engaging them in education, employment, or training. When youth are engaged in these three areas, it can significantly mitigate the challenges of poverty and unemployment, ultimately contributing to a more prosperous and stable future. Youth NEET rate decreased from (32.5%, 28.4%) at national level and the same decline trend has been noticed in all four provinces. Youth (15-24) NEET decreased in KP (38.0%, 32.7%) followed by Punjab (28.3%, 24.8%), Sindh (36.2%, 32.0%) and Balochistan (41.8%, 36.0%). The LFS 2024-25 results depict that Youth NEET for female is on higher side than male. The lowest female Youth NEET has reported in Punjab

(37.6%) while highest in Balochistan (60.5%). In similar way, the lowest Youth NEET for male has reported in KP (10.5%) and highest in Balochistan (17.9%).

Table 8.8 Youth (15-24 Years) Not in Employment, Education or Training

Province	Region	2020-21			2024-25		
		Total	**Male**	**Female**	**Total**	**Male**	**Female**
Pakistan	**All Areas**	**32.5**	**10.5**	**55.3**	**28.4**	**13.0**	**45.4**
	Rural	33.1	9.8	56.7	28.7	12.0	47.0
	Urban	31.4	11.7	52.9	28.0	14.5	42.9
KP	**All Areas**	**38.0**	**9.8**	**68.2**	**32.7**	**10.5**	**57.6**
	Rural	38.8	9.8	69.2	33.9	10.4	59.9
	Urban	34.1	9.9	62.3	26.8	11.1	45.2
Punjab	**All Areas**	**28.3**	**10.4**	**46.0**	**24.8**	**12.6**	**37.6**
	Rural	28.2	10.0	45.7	23.5	11.4	36.2
	Urban	28.5	11.1	46.6	26.6	14.3	39.8
Sindh	**All Areas**	**36.2**	**10.3**	**64.9**	**32.0**	**14.7**	**51.6**
	Rural	37.7	7.8	69.7	34.3	13.9	58.2
	Urban	34.8	12.5	60.1	30.2	15.4	46.5
Balochistan	**All Areas**	**41.8**	**14.1**	**75.4**	**36.0**	**17.9**	**60.5**
	Rural	42.1	13.3	77.0	38.1	18.8	63.5
	Urban	41.0	15.8	71.6	31.5	16.1	53.8

Figure 8.5 Youth NEET Rate

	2020-21 Both Sexes	2020-21 Male	2020-21 Female	2024-25 Both Sexes	2024-25 Male	2024-25 Female
Pakistan	32.5	10.5	55.3	28.4	13.0	45.4
KP	38.0	9.8	68.2	32.7	10.5	57.6
Punjab	28.3	10.4	46.0	24.8	12.6	37.6
Sindh	36.2	10.3	64.9	32.0	14.7	51.6
Balochistan	41.8	14.1	75.4	36.0	17.9	60.5

Chapter

09

Unemployment

Chapter-9: Unemployment

> **Unemployment**
> Unemployment is defined as the number of people who, during a specified period (last week) are without work, available to start work immediately (within 2-weeks), and actively seeking/Looking for work by taking specific steps to find a job/work.

9.1 Introduction

In this chapter focus on analysis of various demographic characteristics of the unemployed population as well as their type of job-search activities. This followed the discussion of duration of unemployment and long-term unemployment by sex, age and geographic location.

9.2 Profile of the Unemployed Population

As per survey results the number of unemployed persons has increased from (4.5) million in LFS 2020-21 to (5.9) million in LFS 2024-25. This represents an increase of (1.4) million. The rise is more obvious among male, with an increase of (0.8) million, compared to (0.6) million among female. As shown in Table-9.1, the share of male unemployed persons decreased from (66.7%, 64.6%), while the share of female unemployed persons increased from (33.3%, 35.4%) and this share remained same for both 13th & 19th ICLS.

Table 9.1 Profile of the Unemployed Population

Sex	2020-21 (Million)			2020-21 (Percentage)		
	Unemployed	Labour Force	Working Age Population	Unemployed	Labour Force	Working Age Population
Total	**4.5**	**71.7**	**159.8**	**100.00**	**100.00**	**100.00**
Male	3.0	54.9	80.9	66.7	76.5	50.6
Female	1.5	16.8	78.9	33.3	23.5	49.4
	2024-25 (Million)			**2024-25 (Percentage)**		
Total	**5.9**	**85.6**	**179.6**	**100.0**	**100.0**	**100.0**
Male	3.8	64.2	92.0	64.6	75.0	51.2
Female	2.1	21.4	87.6	35.4	25.0	48.8
	19th ICLS					
	2024-25 (Million)			**2024-25 (Percentage)**		
Total	**5.9**	**83.1**	**179.6**	**100.0**	**100.0**	**100.0**
Male	3.8	63.2	92.0	64.6	76.0	51.2
Female	2.1	19.9	87.6	35.4	24.0	48.8

Figure-9.1 illustrates the composition of the working-age population and labour force, based on the LFS 2024-25 results. Male accounted for (51.2%) of the working-age population but were overrepresented in the labour force, making up (75.0%). In contrast, female comprised (48.8%) of the working-age population but were underrepresented in the labour force, accounting for (25.0%). Furthermore, the share of male unemployed persons decreased from (66.7%) to (64.6%), while the share of female unemployed persons increased from (33.3%) to (35.4%).

Figure 9.1 Distribution of Unemployment, Labour force and Working Age Population by Sex

2024-25

9.3 Unemployment Rate by Province (%)

The unemployment rate under the 19th ICLS stands at (7.1%) at the national level. Provincially, Khyber Pakhtunkhwa records the highest unemployment rate at (9.6%), followed by Punjab at (7.3%), Balochistan (5.5%) and Sindh (5.3%).

Table 9.2 Unemployment Rate- Pakistan and Provinces (19th ICLS)

Province/Area	Unemployment Rate (2024-25)		
	Total	Male	Female
Pakistan	**7.1**	**6.0**	**10.5**
KP	9.6	7.5	18.1
Punjab	7.3	6.3	9.6
Sindh	5.3	4.6	8.7
Balochistan	5.5	5.1	8.4

The unemployment rate under the 19th ICLS stands at (7.1%) at the national level, with male unemployment rate (6.0%) and female unemployment rate (10.5%). Provincially, Khyber Pakhtunkhwa records the highest unemployment rate at (9.6%) with male (7.5%) and female (18.1%), followed by Punjab at 7.3% with male (6.3%) and female (9.6%). Sindh has the lowest unemployment rate (5.3%), with male unemployment (4.6%) and female unemployment (8.7%). Balochistan overall unemployment rate is (5.5%), with male (5.1%) and female (8.4%).

9.4 Unemployment Rate by Province (13th ICLS)

As shown in table-9.3, Unemployment Rate (6.9%) in LFS 2024-25 is on the upper side than (6.3%) in LFS 2020-21. Unemployment rate for both male (5.5%, 5.9%) and females (8.9%, 9.7%) slightly increased in the comparative periods. Unemployment rate in rural areas increased from (5.8%, 6.3%) and in the urban areas increased from (7.3%, 8.0%) during comparative periods. Unemployment rate in KP (8.8%, 9.2%), Punjab (6.8%, 7.1%), Sindh (3.9%, 5.1%) and Balochistan (4.3%, 5.4%) curves up during the comparative period.

Table 9.3 Unemployment Rate - Pakistan and Provinces (%)

Province/Area	Unemployment Rate (13th ICLS)					
	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Pakistan						
Total	**6.3**	**5.5**	**8.9**	**6.9**	**5.9**	**9.7**
Rural	5.8	5.1	7.4	6.3	5.7	7.6
Urban	7.3	6.0	16.4	8.0	6.3	17.3

KP						
Total	**8.8**	**7.1**	**15.7**	**9.2**	**7.3**	**16.3**
Rural	8.8	7.0	15.5	9.1	7.2	15.9
Urban	9.0	7.9	17.3	10.2	8.1	19.3
Punjab						
Total	**6.8**	**6.1**	**8.4**	**7.1**	**6.2**	**9.1**
Rural	6.2	5.8	7.1	6.4	5.9	7.2
Urban	7.9	6.7	14.9	8.4	6.8	15.5
Sindh						
Total	**3.9**	**3.3**	**6.6**	**5.1**	**4.5**	**7.7**
Rural	2.0	1.9	2.4	3.5	3.9	2.5
Urban	5.9	4.6	20.1	6.8	5.0	20.6
Balochistan						
Total	**4.3**	**4.2**	**5.0**	**5.4**	**5.0**	**7.9**
Rural	3.2	3.4	2.2	3.9	4.2	2.8
Urban	7.8	6.5	28.8	9.2	7.0	29.4

Table 9.4 Unemployment Rate by Sex and Age Group (19th ICLS)

Age Group	Unemployment Rate (19th ICLS)		
	Total	Male	Female
Overall	7.1	6.0	10.5
10-14	4.5	5.8	0.7
15-24	12.8	12.5	14
25-34	8.3	5.8	14.9
35-44	4	2.8	7.5
45-54	3.3	2.5	5.8
55-64	4.2	4.4	3.1
65+	0.8	0.9	0

The Pakistan Bureau of Statistics has adopted the recommendations of 19th International Conference of Labour Statisticians (ICLS), which redefine employment. It excludes subsistence agriculture workers who produce agriculture goods for their own use. As a result, the unemployment rate is relatively high compare to the previous standard (13th ICLS). As per Table-9.4, the overall unemployment rate is (7.1%) in LFS 2024-25, with rate of (6.0%) for male and (10.5%) for female. The highest unemployment rate is (12.8%) recorded among youth age group (15-24) followed by (8.3%) in the age group (25-34). Female unemployment rate (14.9%) peaked in the age group (25-34) while male unemployment rate (12.5%) is

highest among age group (15-24). In contrast, in the age group (65+) had the lowest unemployment rate (0.8%).

Figure 9.2 Age Specific Unemployment Rate by Sex (19ᵗʰ ICLS)

Table 9.5 Unemployment Rate by Sex and Age Group (13ᵗʰ ICLS) (%)

Age Group	Unemployment Rate (13ᵗʰ ICLS)					
	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Overall	6.3	5.5	8.9	6.9	5.9	9.7
10-14	3.9	5.1	2.2	3.9	5.1	0.6
15-24	11.1	10.0	14.4	12.5	12.3	13.2
25-34	7.3	5.4	13.3	8.1	5.8	14.1
35-44	2.9	2.9	2.9	4.0	2.8	7.1
45-54	3.9	4.1	3.3	3.2	2.5	5.4
55-64	2.8	2.6	3.7	4.0	4.3	2.6
65+	0.9	0.9	0.1	0.7	0.8	0.0

As shown in Table-9.5, the overall unemployment rate increased from (6.3%, 6.9%). This upward trend is also observed among male from (5.5%,5.9%) and female from (8.9%, 9.7%). The highest unemployment rate is recorded among the youth age (15-24), with unemployment rate increasing from (11.1%,12.5%). The next highest rate is observed in age group (25-34), with unemployment rate (7.3%, 8.1%). Notably, highest unemployment rate is recorded in the age group (25-34) in case of female (14.1%), while male unemployment was highest among the age group (15-24) stand at (12.3%). In contrast, the age group (65+) had the lowest unemployment rate, at (0.9%, 0.7%) during the comparative period.

Figure 9.3 Age Specific Unemployment Rate (13ᵗʰ ICLS)

2024-25

Male / Female values:
- Overall: 5.9 / 9.7
- 10–14: 5.1 / 0.6
- 15-24: 12.3 / 13.2
- 25-34: 5.8 / 14.1
- 35-44: 2.8 / 7.1
- 45-54: 2.5 / 5.4
- 55-64: 4.3 / 2.6
- 65 & Over: 0.8 / 0.0

■ Male ■ Female

Table 9.6 Unemployment Rate for Special Age groups by sex

| Age Group | Unemployment Rate 13th ICLS | | | | | |
| | 2020-21 | | | 2024-25 | | |
	Total	Male	Female	Total	Male	Female
10 Year & Over	6.3	5.5	8.9	6.9	5.9	9.7
15 Years & Over	6.3	5.5	9.1	7.0	6.0	10.0
15-24 Years	11.1	10.0	14.4	12.5	12.3	13.2
15-29 Years	10.3	8.7	15.1	11.5	10.5	14.3
15-64 Years	6.5	5.6	9.2	7.1	6.1	10.1

| Unemployment Rate 19th ICLS | | |
Age Group	Total	Male	Female
10 Year & Over	7.1	6.0	10.5
15 Years & Over	7.2	6.0	10.7
15-24 Years	12.8	12.5	14.0
15-29 Years	11.8	10.7	15.2
15-64 Years	7.3	6.2	10.8

As per Table-9.6, the unemployment rate for individual aged (10 years and over) increased from (6.3% to 6.9%). This upward trend is also observed among male (5.5% to 5.9%) and female (8.9% to 9.7%). Similarly, the unemployment rate for individuals aged (15 years and over) increased from (6.3% to 7.0%). The youth unemployment rate (15-24 years) increased from (11.1% to 12.5%), while the unemployment rate for the age group (15-64 years) also increased from (6.5% to 7.1%).

Table 9.7 Unemployment Rate by Level of Education

Education Level	Unemployment Rate (19th ICLS) 2025-25		
	Total	Male	Female
No Education	4.7	4.4	5.1
Below Matric	6.2	5.5	9.7
Matric	8.6	7.3	16.6
Intermediate	12.6	9.7	24.0
Degree	10.9	7.0	24.1
Master/M.Phil/PhD	11.7	6.5	24.0

The unemployment rate by education level under the 19th ICLS shows that persons with no education have the lowest unemployment at (4.7%), while the rate increases with higher levels of education, reaching (6.2%) at below matric, (8.6%) at matric, and peaking at (12.6%) for those with intermediate education. It remains relatively high among degree holders at (10.9%) and those with Master/M.Phil/PhD at (11.7%).

Table 9.8 Unemployment Rate by Level of Education

Education Level	Unemployment Rate (13th ICLS)					
	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
No Education	3.2	3.6	2.5	4.4	4.3	4.7
Below Matric	4.9	4.5	7.5	6.0	5.4	9.0
Matric	8.6	7.6	19.6	8.4	7.2	15.5
Intermediate	11.7	9.0	30.9	12.5	9.6	23.6
Degree	16.3	8.9	34.6	10.8	7.0	23.8
Master/M.Phil/PhD	12.2	6.9	20.2	11.7	6.4	23.9

As per Table-9.8, the unemployment rate increased among individual with no education (3.2% to 4.4%), below matric (4.9% to 6.0%), and intermediate from (11.7% to 12.5%). Conversely, unemployment rate decreased among those with education level matric (8.6% to 8.4%), degree holders (16.3% to 10.8%), and those with master, M.Phil. or Ph.D. degrees (12.2% to 11.7%). The highest unemployment rate in male is observed among those with intermediate-level education (9.6%), while the highest unemployment rate in female is observed among those having Master/M.Phil/PhD degree (23.9%).

Figure 9.4 Unemployment Rate by Education Level (13th ICLS)

9.5 Unemployed population with past working experience

Unemployed individuals with past work experience are those who are currently jobless, actively seeking employment, and have previously worked in a job or business. This group possesses valuable skills and experience, making them potential candidates for new job opportunities.

Table 9.9 Unemployed Population with Past Working Experience

| Province/ Area | Unemployment with past working experience | | | | | |
| | 2020-21 (Million) | | | 2020-21 (Percentage) | | |
	Total	Worked before	Never worked before	Total	Worked before	Never worked before
Pakistan						
Total	**4.5**	**1.5**	**3.0**	**100.0**	**17.3**	**82.7**
Rural	2.8	0.9	1.9	100.0	16.8	83.2
Urban	1.7	0.5	1.2	100.0	18.2	81.8
KP						
Total	**0.9**	**0.3**	**0.6**	**100.0**	**30.4**	**69.6**
Rural	0.8	0.3	0.5	100.0	28.3	71.7
Urban	0.1	0.0	0.1	100.0	41.4	58.6
Punjab						
Total	**2.8**	**1.0**	**1.8**	**100.0**	**16.8**	**83.2**
Rural	1.8	0.6	1.2	100.0	14.1	85.9
Urban	1.1	0.4	0.7	100.0	21.0	79.0
Sindh						
Total	**0.6**	**0.2**	**0.4**	**100.0**	**5.0**	**95.0**
Rural	0.2	0.1	0.1	100.0	4.7	95.3
Urban	0.4	0.1	0.3	100.0	5.1	94.9
Balochistan						
Total	**0.2**	**0.0**	**0.2**	**100.0**	**3.1**	**96.9**
Rural	0.1	0.0	0.1	100.0	1.9	98.1
Urban	0.1	0.0	0.1	100.0	4.8	95.2

2024-25 (Million)			2024-25 (Percentage)		
Pakistan					
Total	**5.9**	**0.6**	**5.3**	**100.0**	**10.6**	**89.4**
Rural	3.5	0.3	3.2	100.0	9.5	90.5
Urban	2.4	0.3	2.1	100.0	12.2	87.8
KP					
Total	**1.2**	**0.1**	**1.1**	**100.0**	**9.0**	**91.0**
Rural	1.0	0.1	0.9	100.0	9.0	91.0
Urban	0.2	0.0	0.2	100.0	8.9	91.1
Punjab					
Total	**3.5**	**0.4**	**3.1**	**100.0**	**11.4**	**88.6**
Rural	2.1	0.2	1.9	100.0	10.2	89.8
Urban	1.4	0.2	1.2	100.0	13.0	87.0
Sindh					
Total	**1.0**	**0.1**	**0.9**	**100.0**	**9.7**	**90.3**
Rural	0.3	0.0	0.3	100.0	7.2	92.8
Urban	0.7	0.1	0.6	100.0	11.1	88.9
Balochistan					
Total	**0.2**	**0.0**	**0.2**	**100.0**	**10.9**	**89.1**
Rural	0.1	0.0	0.1	100.0	7.5	92.5
Urban	0.1	0.0	0.1	100.0	14.6	85.4

Totals may not tally due to rounding effects

As per Table-9.9 of the LFS 2024-25, the number of unemployed individuals who had never worked before increased from (3.0) million to (5.3) million and those have past work experience decreased from (1.5 million to 0.6 million). In rural areas, the percentage of unemployed individuals with past work experience decreased from (16.8% to 9.5%), whereas in urban areas, it decreased from (18.2% to 12.2%). Conversely, the proportion of unemployed persons who had never worked before increased in both rural (83.2% to 90.5%) and urban (81.8% to 87.8%) areas.

9.6 Duration of Unemployment by Past Work Experience

Table-9.10 reveals that the number of persons seeking job increased from (4.0) million to (5.8) million during the comparative periods. However, those seeking employment in the short term (less than one month) decreased from (1.2) million to (0.9) million. Conversely, individuals seeking employment in the long term (12+ months) increased from (0.9) million to (1.6) million. This indicates a rise in long-term unemployment during the comparative period.

Table 9.10 Duration of Unemployment by Past Work Experience

Duration of Unemployment	2020-21 (Million)			2020-21 (Percentage)		
	Total	Worked Before	Never Worked Before	Total	Worked Before	Never Worked Before
Total	**4.0**	**1.4**	**2.7**	**100.0**	**33.5**	**66.5**
Less than one month	1.2	0.4	0.7	100.0	37.7	62.3
1 month but less than 3 months	0.9	0.3	0.6	100.0	30.6	69.4
3 months but less than 6 months	0.6	0.2	0.4	100.0	34.2	65.8
6 months but less than 12 months	0.5	0.2	0.3	100.0	36.2	63.8
12+ months	0.9	0.3	0.6	100.0	29.0	71.0
	2024-25 (Million)			2024-25 (Percentage)		
Total	**5.8**	**0.6**	**5.2**	**100.0**	**10.7**	**89.3**
Less than one month	0.9	0.1	0.8	100.0	14.4	85.6
1 month but less than 3 months	1.3	0.2	1.1	100.0	15.9	84.1
3 months but less than 6 months	1.2	0.1	1.1	100.0	9.2	90.8
6 months but less than 12 months	0.7	0.1	0.7	100.0	9.4	90.6
12+ months	1.6	0.1	1.5	100.0	6.0	94.0

9.7 Past Work Experience of Unemployed Person by Major Industry Division

The share of unemployment persons who have past working experience decreased from (33.5%) to (10.7%). These people have past working experience in various sectors. The construction sector has the highest percentage of unemployed persons with past work experience, at (25.4%) and (26.7%) respectively in LFS 2020-21 & LFS 2024-25. This percentage is more in rural areas (29.3%) and (34.4%), compared to urban areas, where the percentages are (17.5%) and (17.8%). Other sectors with significant percentages of unemployed persons with past work experience include Manufacturing (20.9%, 15.4%), Wholesale and retail trade (10.0%, 14.9%), and Agriculture (16.5%, 9.8%).

Table 9.11 Past work Experience of Unemployed Person by Major Industry Division

Major Industry Division/Region	2020-21			2024-25		
	Total	Rural	Urban	Total	Rural	Urban
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Agriculture, forestry and fishing	16.5	23.8	1.9	9.8	14.5	4.4
Mining and quarrying	1.0	1.4	0.1	1.0	1.7	0.3
Manufacturing	20.9	17.3	28.0	15.4	11.5	20.0
Electricity, gas, steams and air conditioning supply	0.3	0.2	0.5	0.0	0.0	0.0
Water supply, sewerage, waste management and remediation activities	0.1	0.0	0.2	0.0	0.0	0.0
Construction	25.4	29.3	17.5	26.7	34.4	17.8
Whole sale and retail trade, repair of motor vehicle and motorcycles	10.0	8.1	13.8	14.9	10.2	20.2
Transportation and storage	6.6	5.4	8.9	7.4	7.8	7.0
Accommodation and food services	2.7	2.1	3.9	2.5	2.6	2.4
Information and communication	0.5	0.2	1.0	0.8	0.5	1.2
Financial and insurance activities	0.3	0.1	0.6	0.9	0.2	1.7
Real estate activities	0.6	0.3	1.3	2.1	2.0	2.1
Professional a, scientific and technical activities	0.7	0.2	1.6	0.6	0.8	0.5
Administrative and support services activities	0.8	0.5	1.3	3.1	1.7	4.7
Public administration and defense	1.7	1.7	1.8	3.3	4.3	2.2
Education	6.5	5.2	9.1	5.3	5.0	5.7
Human Health and social work activities	1.0	0.7	1.5	0.9	0.0	1.9
Arts, entertainment and recreation	0.1	0.2	0.0	0.1	0.0	0.3
other services activities	2.6	1.0	5.6	2.7	1.9	3.7
Activities of the households as employers	1.9	2.1	1.5	2.3	1.1	3.7
Activities of extraterritorial organization	0.0	0.0	0.0	0.0	0.0	0.0

As per Table-9.12, the proportion of unemployed individuals who had previously worked for less than one year increased from (38.5%, 53.1%), while those with 10 or more years of prior work experience increased from (15.8%, 18.3%). Conversely, decrease is observed among those with previous job tenure of one to less than five years (31.5%, 18.8%) and five to less than 10 years (14.2%, 9.8%).

Table 9.12 Previous Job Tenure of Currently Unemployed Population (%)

Previous Job Tenure	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Less than one year	38.5	35.7	48.4	53.1	51.3	71.4
One year but less than 5 years	31.5	33.4	24.7	18.8	18.2	24.0
Five years but less than 10 Years	14.2	14.8	12.1	9.8	10.7	1.2
10 Years and above	15.8	16.1	14.8	18.3	19.8	3.4

Note: Totals may not tally due to rounding effects

Figure 9.5 Steps taken for Search of Job (%)

Figure-9.5 shows the detail of steps taken by unemployed individuals for search of jobs/ work. The most common approaches include seeking assistance from relatives/friends (30%), applying to prospective employers (29.6%), checking work sites (24.6%), taking tests or interviews (22.1%), and citing other reasons (16.7%). The remaining methods used for search of jobs/work appear to be relatively insignificant.

9.8 Reasons of Non-Availability for Work

The reasons for non-availability for work at national level show distinct patterns between LFS 2020-21 and LFS 2024-25, with strong gender differences. A large share of the inactive population consists of students, particularly male, rising from (34.7%) in LFS 2020-21 to (40.1%) in LFS 2024-25. Housekeeping remains the leading reason among female, though it declined from (67.5%) to (55.7%). Older age as a factor increased slightly from (7.2%) to (9.0%), while younger age as a reason declined from (4.8%) to (3.6%). Social barriers such as family restrictions became more visible in LFS 2024-25 (2.3%), with higher prevalence

among female. Other reasons like retirement, illness, and disability remain minor but stable. Overall, the data highlights education and household responsibilities as the main contributors to inactivity, with persistent gender-based differences.

Table 9.13 Reasons of Non-Availability for Work (%)

Reasons of non-availability for work	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Student and not willing to work	34.7	65.9	21.7	40.1	69.7	27.7
Housekeeping and not willing to work	47.7	0.3	67.5	39.4	0.6	55.7
Too old to work	7.2	11.4	5.4	9.0	11.7	7.9
Too young to work	4.8	7.8	3.6	3.6	4.3	3.4
Family does not allow to work	0.4	0.0	0.5	2.3	1.1	2.8
Retired and not willing to work	1.3	4.3	0.1	1.7	3.5	1.0
Illness	0.9	2.2	0.4	1.0	2.2	0.5
Unable to work/handicapped	0.9	1.8	0.6	0.7	1.1	0.5
Apprentice and not willing to work	1.3	4.0	0.2	0.2	0.7	0.0
Agricultural landlord/ property owner	0.1	0.4	0.0	0.6	1.5	0.2
Will take a job within a month	0.3	0.9	0.0	0.4	0.9	0.1
Temporarily laid off	0.2	0.7	0.0	0.3	0.8	0.1
Other Reasons	0.1	0.3	0.0	0.6	1.5	0.2

Note: Totals may not tally due to rounding effects

9.9 Social Support Systems for the Unemployed/Inactive Population

The data on social support for the inactive or unemployed population highlights limited but gradually expanding coverage between LFS 2020-21 and LFS 2024-25. In LFS 2020-21, very few individuals reported receiving old age benefits (1.1%) or child stipends (0.1%), while almost none received disability or unemployment benefits, leaving over (97.3%) without any form of support. In LFS 2024-25, coverage expanded with the inclusion of the Sehat Card (10.0%) and the Benazir Income Support Programe (5.2%) improving access to social protection. Female benefitted more from BISP, while male are more likely to access old age and health benefits. Despite these gains, a large majority (90.8%) of the inactive population still lacked any form of social support, highlighting the need for broader and more inclusive coverage.

Table 9.14 Social Support for Inactive/Unemployed Population (%)

Social Support for Inactive/Unemployed Population	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Old age benefit	1.1	3.1	0.3	1.2	3.3	0.4
Disability benefits	0.0	0.1	0.0	0.1	0.2	0.0
Unemployment Benefit	0.0	0.0	0.0	0.1	0.1	0.0
Child Stipend	0.1	0.1	0.1	0.5	1.0	0.3
BISP	0.0	0.0	0.0	5.2	0.7	7.0
Sehat Card	0.0	0.0	0.0	10.0	11.1	9.5
Other	1.4	1.1	1.6	1.0	1.4	0.9
None	97.3	95.7	98.0	90.8	99.3	87.2

Note: Totals may not tally due to rounding effects

9.10 Underemployment Rate

The underemployment rate at national level shows a slight increase between LFS 2020-21 and LFS 2024-25, increased from (1.5%) to (1.6%), with female consistently experiencing higher underemployment (1.9%) than male (1.6%) in LFS 2024-25. At the provincial level, Khyber Pakhtunkhwa witnessed a significant improvement, with the rate decreased from (3.0% to 1.8%), narrowing the gender gap as both male and female report similar levels (1.7%) and (1.8%). In Punjab, underemployment rate increased from (1.6%) to (1.7%), with female rate increased from (1.9%) to (2.1%) compared to male. Sindh shows the most notable increase, from a very low (0.6%) in LFS 2020-21 to (1.4%) in LFS 2024-25, with male underemployment rate slightly exceeding female (1.5%) and (1.2%). Meanwhile, Balochistan recorded an increase from (0.9%) to (1.2%), with equal rate for male and female in LFS 2024-25.

Table 9.15 Underemployment Rate by Sex and Province (%)

Province	Underemployment Rate					
	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Pakistan	**1.5**	**1.4**	**1.9**	**1.6**	**1.6**	**1.9**
KP	3.0	3.1	2.7	1.8	1.7	1.8
Punjab	1.6	1.5	1.9	1.7	1.6	2.1
Sindh	0.6	0.4	1.6	1.4	1.5	1.2
Balochistan	0.9	0.9	0.4	1.2	1.2	1.2

Figure 9.6 Underemployment Rate by Province and Sex

UNDEREMPLOYMENT RATE

■ Pakistan ■ KP ■ Punjab ■ Sindh ■ Balochistan

		2020-21			2024-25	
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
Pakistan	1.5	1.4	1.9	1.6	1.6	1.9
KP	3.0	3.1	2.7	1.8	1.7	1.8
Punjab	1.6	1.5	1.9	1.7	1.6	2.1
Sindh	0.6	0.4	1.6	1.4	1.5	1.2
Balochistan	0.9	0.9	0.4	1.2	1.2	1.2

Chapter

10

Literacy, Education and Training

Chapter-10: Literacy, Education and Training

Limited education opportunities can lead to unemployment and low-paying jobs. Country economic growth relies on a skilled workforce, which is developed through education and training. This chapter focuses on the literacy, education, and training profiles of the working-age population, encompassing the labour force, employed, unemployed, and inactive individuals age 10 years and above.

10.1 Literacy Rate by Labour Force Status

A notable trend emerges in the literacy rate among different employment status and provinces. At the national level, literacy rate has increased among employed individuals from (61.2% to 64.3%), with employed male showing a rise from (69.1% to 71.4%) and employed female from (34.7% to 41.9%). Conversely, literacy rate has declined among unemployed persons from (81.5%, 77.5%) with decreases observed both in male and female. Furthermore, literacy rate among the inactive population has also dropped from (63.0% to 62.9%). Province wise literacy rate among employed individuals has increased in all provinces including KP, Punjab, Sindh, and Balochistan, indicating a positive correlation between employment and literacy.

Table 10.1 Literacy Rate (10 Years and Above) by Labour Force Status & Sex (%)

Province/Labour Force Status	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Pakistan						
Employed	61.2	69.1	34.7	64.3	71.4	41.9
Unemployed	81.5	80.9	82.6	77.5	79.9	73.2
Labour Force	62.5	69.7	39.0	65.2	71.9	44.9
Out of Labour Force	63.0	81.1	55.4	62.9	78.6	56.3
KP						
Employed	62.7	68.7	35.9	63.8	72.0	29.9
Unemployed	76.2	77.5	73.8	74.8	84.2	59.1
Labour Force	63.9	69.3	41.8	64.8	72.9	34.7
Out of Labour Force	49.4	78.7	36.5	50.7	73.1	40.9
Punjab						
Employed	60.9	69.8	37.0	65.5	72.5	48.1
Unemployed	84.5	83.7	86.0	80.9	81.7	79.6
Labour Force	62.5	70.7	41.1	66.6	73.1	50.9
Out of Labour Force	69.7	82.0	64.5	68.7	79.1	64.1

117

Sindh						
Employed	61.8	68.8	25.5	62.2	69.7	28.5
Unemployed	79.0	78.6	80.1	74.4	75.7	71.2
Labour Force	62.5	69.2	29.1	62.8	70.0	31.8
Out of Labour Force	61.2	81.8	53.4	62.8	82.5	55.4
Balochistan						
Employed	59.2	64.0	28.3	60.5	66.3	25.4
Unemployed	66.7	64.7	77.5	52.3	55.4	40.5
Labour Force	59.6	64.1	77.5	60.0	65.7	26.6
Out of Labour Force	51.1	79.1	37.6	51.5	77.8	39.1

Figure 10.1 Literacy Rate of Employed Persons

Figure 10.2 Literacy Rate of Unemployed Persons

10.2 Education level of Employed Persons

Educational attainment among employed individuals has improved, with a (3.1%) increase in literates (61.2%, 64.3%). The shares of those with no formal education (1.2%, 1.2%), below matric (31.7%, 31.4%), intermediate but less than a degree (6.7%, 8.2%), matric but less than intermediate (13.4%, 14.8%) and degree holders or above (8.2%, 8.7%) have increased. Generally, employed male are more educated than employed female, but this disparity is narrowing over time.

Table 10.2 Level of Education – Employed Person by Sex (%)

Level of Education (Employed)	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
A. Literate (Employed)	61.2	69.1	34.7	64.3	71.4	41.9
No formal education	1.2	1.2	1.2	1.2	1.2	1.1
Below matric	31.7	35.7	18.1	31.4	31.8	29.5
Matric but less than Intermediate	13.4	16.1	4.5	14.8	15.2	12.5
Intermediate but less than Degree	6.7	7.9	2.8	8.2	8.0	9.1
Degree and above	8.2	8.2	8.3	8.7	8.1	12.1
B. Illiterate (Overall)	38.8	30.9	65.3	35.7	28.6	58.1
Total (A+B)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Figure 10.3 Education Level of Employed Persons (%)

10.3 Education level of Unemployed Persons

The comparative shares of unemployed literate signify decreased in the profile of educational attainment (81.5%, 77.5%). The share of No formal education (1.4%, 1.0%), Matric but less than Intermediate (18.8%, 18.4%), goes down and goes up in below matric (24.4%, 27.6%), Intermediate but less than Degree (13.3%, 15.7%) and Degree and above (18.5%, 22.5%). It has observed that unemployment is increasing with the education level.

Table 10.3 Level of Education –Unemployed Person by Sex (%)

Level of Education (Unemployed)	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
A. Literate (Unemployed)	81.5	80.9	82.6	77.5	79.9	73.2
No formal education	1.4	1.9	0.6	1.0	1.2	0.8
Below matric	24.4	29.1	15.1	27.6	32.4	18.7
Matric but less than Intermediate	18.8	22.7	11.1	18.4	20.8	13.8
Intermediate but less than Degree	13.3	13.6	12.6	15.7	14.9	17.0
Degree and above	23.5	13.7	43.1	14.9	10.5	22.8
B. Illiterate (Overall)	18.5	19.1	17.4	22.5	20.1	26.8
Total (A+B)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Figure 10.4 Education level of Employed Persons

10.4 Technical/Vocational Training

This table reveals a notable increase in the trained population, rising from (17.4) million to (19.8) million. While the male-trained population significantly increased from (10.6) to (13.3) million, the female trained population decreased from (6.9) million to (6.5) million. The proportion of the trained population also increased marginally from (10.9% to 11.0%). Furthermore, the ratio of trained male increased substantially from (13.1% to 14.4%), while decreased is observed in the ratio of trained female (8.7% to 7.4%).

Table 10.4 Technical/Vocational Training - Distribution of 10 + Population by Sex

Training	Have ever received any Technical/Vocational Training					
	2020-21 (Million)			2020-21 (Percentage)		
	Total	Male	Female	Total	Male	Female
Total	**159.8**	**80.9**	**78.9**	**100.0**	**100.0**	**100.0**
Received	17.4	10.6	6.9	10.9	13.1	8.7
Not Received	142.4	70.4	72.0	89.1	87.0	91.3
	2024-25 (Million)			2024-25 (Percentage)		
Total	**179.6**	**92.0**	**87.6**	**100.0**	**100.0**	**100.0**
Received	19.8	13.3	6.5	11.0	14.4	7.4
Not Received	159.8	78.7	81.1	89.0	85.6	92.6

Figure 10.5 Population have ever received any Technical/Vocational Training

10.5 Duration of Technical/Vocational Training

The table reveals a significant shift towards short-term technical and vocational training. Notably, the share of training programs lasting less than 3-months has more than doubled from (6.0% to 14.9%), while 3-6 month training programs have also seen a substantial increase from (8.6% to 35%). Conversely, long-term training programs have experienced a decline, with 7-12 month and 12+ month duration training programs decreased from (33.4% to 22.0%) and (51.9% to 28.1%), respectively.

Table 10.5 Duration of Technical/Vocational Training

Duration of Training	2020-21 (Million)			2020-21 (Percentage)		
	Total	Male	Female	Total	Male	Female
Total	**17.4**	**10.6**	**6.9**	**100.0**	**60.5**	**39.5**
< 3 Months	1.1	0.9	0.1	6.0	5.4	0.7
3-6 Months	1.5	1.3	0.2	8.6	7.3	1.4
7-12 Months	5.8	5.1	0.7	33.4	29.4	4.0
12+ Months	9.1	3.2	5.8	51.9	18.5	33.4
	2024-25 (Million)			**2024-25 (Percentage)**		
Total	**19.8**	**13.3**	**6.5**	**100.0**	**67.1**	**32.9**
< 3 Months	2.9	2.0	1.0	14.9	10.0	4.9
3-6 Months	6.9	4.6	2.3	35.0	23.5	11.5
7-12 Months	4.4	2.9	1.4	22.0	14.7	7.3
12+ Months	5.6	3.7	1.8	28.1	18.9	9.2

Figure 10.6 Duration of Technical/Vocational Training

10.6 Provider of Technical/Vocational Training

This table shows a significant increase in the trained population, from (17.4) million to (19.8) million. The number of individuals receiving technical/vocational training from public/government institutions decreased from (0.9) million to (0.7) million. In contrast, those receiving training from private institutions increased substantially from (1.7) million to (3.7) million, while informal training also shows an increase from (14.8) million to (15.3) million. The share of public/government institutions decreased from (5.3% to 3.7%), whereas private training institutes increased from (10.0%, 18.9%). Meanwhile, informal apprenticeships declined from (84.7% to 77.4%).

Table 10.6 Technical/Vocational Training - Distribution of 10 + Population by Sex

Provider of Training	2020-21 (Million)			2020-21 (Percentage)		
	Total	Male	Female	Total	Male	Female
Total	**17.4**	**10.6**	**6.9**	**100.0**	**60.5**	**39.5**
Public /Government	0.9	0.5	0.4	5.3	3.1	2.2
Private training	1.7	1.2	0.5	10.0	7.1	2.8
Informal Apprentice	14.8	8.8	6.0	84.7	50.3	34.5
	2024-25 (Million)			2024-25 (Percentage)		
Total	**19.8**	**13.3**	**6.5**	**100.0**	**67.1**	**32.9**
Public /Government	0.7	0.5	0.2	3.7	2.6	1.1
Private training	3.7	2.9	0.9	18.9	14.5	4.4
Informal Apprentice	15.3	9.9	5.4	77.4	50.1	27.3

Chapter

11

Migration

Migration is vital for understanding population dynamics, labour market trends, and economic development. Migration Statistics helps in forming policies on labour mobility, urban planning, and social services, enabling policymakers to address labour shortages, plan infrastructure, and shape services to meet migrant needs.

In this survey, migration includes movement between administrative districts, including inter-provincial, intra-provincial, and return migration of Pakistani citizens from abroad. It provides a comprehensive understanding of population movement within country.

11.1 Migration

Generally, migration refers to the movement of people from one place to another, with the intention of settling temporarily or permanently in the new location. Migration can occur for various reasons, including economic, social, political, environmental, or personal factors. It can take different forms, such as internal migration within a country or international migration between countries.

In the context of this survey, the migrant population means those who have moved from one administrative district to another administrative district or from one province to another province at any time of their lives.

11.2 Migrants and Non Migrants

Table-11.1 shows that, there is a notable decline in migration among individuals aged 10 years and above, as compared to the previous survey (LFS 2020-21). Specifically, the proportion of migrants decreased significantly from (9.6%) in the LFS 2020-21 to (7.2%) in the LFS 2024-25. This downward trend is observed in both male and female migrants, male migrants decrease from (7.6% to 5.3%) and female migrants decrease from (11.7% to 9.3%) over the same period, indicating a shift in migration patterns in the country.

Table 11.1 Migrants and Non-Migrants (%)

Migration Stream	2020-21			2024-25		
	Total	**Male**	**Female**	**Total**	**Male**	**Female**
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Migrants	9.6	7.6	11.7	7.2	5.3	9.3
Non-Migrants	90.4	92.4	88.3	92.8	94.7	90.7

Figure 11.1 Migrants by Sex (%)

11.3 Inter, Intra and Migration from Abroad

Inter-provincial migration refers to the movement of people from one province to another within a country, often driven by economic, social, or personal reasons. There are two types of inter-provincial migration:

- **In-migration:** When people move into a province from other provinces.
- **Out-migration:** When people move from one province to other provinces.

Intra-provincial migration, on the other hand, refers to the movement of people within a single province, from one district to another. This type of migration involves individuals relocating within a province for various reasons.

Lastly, migration from abroad refers to Pakistani nationals returning to the country from other countries. These people are also called International return migrants.

11.4 Intra Provincial Migration

Intra-provincial migration patterns have shifted slightly, with a marginal increase observed in Khyber Pakhtunkhwa, increasing from (74.6% to 79.6%). Conversely, a decline in intra-provincial migration is noted in Punjab from (80.0% to 75.6%), Sindh from (69.3% to 51.7%), and Balochistan from (73.4% to 57.9%). Notably, female intra-provincial migrants outnumber their male counterparts in all provinces. The share of male migrants increased in KP from (31.9% to 35.7%), it decreased in Punjab from (26.9% to 20.4%), Sindh from (24.3% to 13.4%), and Balochistan from (37.4% to 28.3%). The share of female migrants increased in KP from (42.7% to 43.9%), Punjab from (53.3% to 55.2%) and decline has been observed in Sindh from (45.0% to 38.2%), and Balochistan from (36.0% to 29.6%).

Table 11.2 Intra Provincial Migration by Sex (%)

Provinces	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
KP	74.6	31.9	42.7	79.6	35.7	43.9
Punjab	80.0	26.9	53.3	75.6	20.4	55.2
Sindh	69.3	24.3	45.0	51.7	13.4	38.2
Balochistan	73.4	37.4	36.0	57.9	28.3	29.6

Figure 11.2 Intra Provincial Migration by Sex (%)

11.5 Inter Provincial Migration by Sex (In-Migration)

Inter-provincial migration (In-Migration) refers to the movement of people to one province from others provinces. A notable shift has observed in inter-provincial migration patterns,

with a significant decline in Khyber Pakhtunkhwa, where the proportion of migrants decreased from (18.8% to 10.6%). In contrast, a substantial increase in inter-provincial migration has recorded in Punjab (16.3% to 20.3%), Sindh (27.9% to 43.7%), and Balochistan (14.1% to 22.4%). This trend indicates that Sindh and Punjab have become the preferred destinations for migrants, while KP appears to be less attractive. Interestingly, both male and female migrants show similar migration patterns.

Table 11.3 Inter Provincial Migration by Sex (In Migration %)

Province of Destination	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
KP	18.8	12.4	6.4	10.6	5.7	4.9
Punjab	16.3	8.3	8.0	20.3	9.9	10.4
Sindh	27.9	13.4	14.5	43.7	21.9	21.8
Balochistan	14.1	6.1	8.0	22.4	10.8	11.6

Figure 11.3 Inter Provincial Migration by sex (In-Migration)

The below figure-11.4 shows that total (417.3) thousands people whose age is (10 years and over), migrated to KP from other provinces, in which (86.4) thousand peopled migrated from Punjab, (72.4) thousand from Sindh, (856.2) thousands from Balochistan, (1.9) thousand from AJK/GB and (200.4) thousand from abroad. On other hand total (2045.4) thousands people whose age is (10 years and over), migrated to Punjab from other provinces, in which (1131.1) thousand peopled migrated from KP, (310.6) thousand from Sindh, (54.0) thousands from Balochistan, (208.1) thousand from AJK/GB and (341.7) thousand from abroad.

Figure 11.4 Inter Provincial Migration (In-Migration) to KP and Punjab

Figure 11.5 Inter Provincial Migration (In-Migration) to Sindh and Balochistan

The above figure-11.5 shows that total (1091.6) thousands people whose age is (10 years and over), migrated to Sindh from other provinces, in which (467.2) thousand peopled migrated from KP, (245.8) thousand from Punjab, (163.0) thousands from Balochistan, (112.1) thousand from AJK/GB and (1003.5) thousand from abroad. On other hand total (135.7) thousands people whose age is (10 years and over), migrated to Balochistan from other provinces, in which (21.3) thousand peopled migrated from KP, (6.5) thousand from Punjab. (44.5) thousands from Sindh, (0.1) thousand from AJK/GB and (63.3) thousand from abroad.

11.6 Inter Provincial Migration (Out-Migration)

Inter Provincial Migration (Out migration) refers to the movement of people from one province to others provinces. Out migration means, that how many people migrated from one province to other provinces. The below figure shows that total (1619.6) thousand people whose age is 10 years and over, migrated from KP in which (1131.1) thousand migrated to Punjab, (467.2) thousand migrated to Sindh and (21.3) thousand migrated to Balochistan.

Figure 11.6 Inter Provincial Migration (Out-Migration) from KP and Punjab

On other hand, (338.7) thousand people whose age is (10-years or more), migrated from Punjab in which (86.4) thousand migrated to KP, (245.8) thousand migrated to Sindh and (6.5) thousand migrated to Balochistan.

Figure 11.7 Inter Provincial Migration (Out-Migration) from Sindh and Balochistan

In the above figures shows that (427.5) thousand people migrated from Sindh in which (72.4) thousand migrated to KP, (310.6) thousand migrated to Punjab and (44.5) thousand migrated to Balochistan.

On other hand (273.2) thousand people migrated from Balochistan in which (56.2) thousand migrated to KP, (54.0) thousand migrated to Punjab, (163.0) thousand migrated to Sindh.

11.7 Migration from Abroad

Migration from abroad refers to the movement of Pakistani nationals from other countries to Pakistan. A significant shift has been observed in migration patterns from abroad, with a notable increase in return migrants to Khyber Pakhtunkhwa, rising from (6.6% to 9.8%). Moderate increases have also been recorded in Punjab (3.5% to 4.1%), Sindh (2.8% to 4.6%), and Balochistan (12.5% to 19.7%), indicating a growing trend of return migration to Pakistan.

Table 11.4 Migration from Abroad (%)

Province of Destination	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
KP	6.6	6.2	0.3	9.8	9.0	0.8
Punjab	3.5	2.8	0.8	4.1	3.6	0.5
Sindh	2.8	1.5	1.4	4.6	2.9	1.7
Balochistan	12.5	6.9	5.6	19.7	10.0	9.7

Figure 11.8 International Return Migrants by Sex (%)

11.8 Rural to Urban Migration

Streams of migration flow within and between urban and rural areas show that since urbanization is the foreseeable factor with the process of economic development, rural to urban migration takes most of the attention due to substantial demand on the socio-economic resources.

A significant shift has observed in rural-to-urban migration patterns at national level, with a notable increase from (57.0% to 60.7%). This upward trend is evident in both male and female migrations, with male migrations increased from (62.3% to 66.0%) and female migrations increased from (53.2% to 57.4%). An obvious increase has observed in Khyber Pakhtunkhwa, where rural-to-urban migration increased from (78.8% to 84.2%). Moderate increases have also been recorded in Punjab from (59.6% to 61.7%), Sindh from (45.3% to 50.6%), and Balochistan from (59.9% to 79.8%). Interestingly, this trend holds true for both male and female migrants, indicating a consistent pattern of rural-to-urban migration across genders.

Table 11.5 Rural to Urban Migration by province and gender (%)

Migration Stream	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Pakistan	**57.0**	**62.3**	**53.2**	**60.7**	**66.0**	**57.4**
KP	78.8	79.5	78.2	84.2	85.1	83.5
Punjab	59.6	65.4	55.6	61.7	66.4	59.0
Sindh	45.3	50.5	41.5	50.6	58.6	45.1
Balochistan	59.9	66.2	53.2	79.8	79.9	79.8

Figure 11.9 Distribution of Rural to Urban Migration (%)

11.9 Reasons of Migration

The leading reasons for migration are marriage (42.4%) and moving with parents (16.5%). Females are more likely to migrate for marriage, whereas males are more likely to move with their parents. Other common reasons include migrating with a spouse (9.0%), which is more frequent among females, and returning home (5.9%), which is more common among males. Change of residence (5.8%) ranks as the fourth major reason for migration and is reported more by males than females. Searching for a job (4.1%) and having found a job (4.1%) are also cited more frequently by males. Additional reasons such as security or law and order concerns (3.4%), business (2.4%), education (1.6%), job transfer (1.3%), and searching for better agricultural land (0.5%) are predominantly reported by males.

Comparing changes over the reference periods, increases are observed in migration due to marriage (38.2% to 42.4%), returning home (5.8% to 5.9%), change of residence (4.9% to 5.8%), and business (2.0% to 2.4%). Conversely, declines are noted in migration due to moving with parents (19.8% to 16.5%), migrating with a spouse (9.9% to 9.0%), searching for a job (6.5% to 4.1%), and having found a job (4.3% to 4.1%).

Table 11.6 Main Reasons of Migration (%)

Main Reasons of Migration	2020-21			2024-25		
	Total	Male	Female	Total	Male	Female
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Job transfer	1.1	2.6	0.1	1.3	3.3	0.1
Found a job	4.3	10.4	0.2	4.1	10.4	0.3
Searching for job	6.5	15.7	0.3	4.1	10.6	0.2
Searching for a better agriculture land	1.0	2.4	0.1	0.5	1.3	0.0
Education	1.3	2.6	0.4	1.6	3.2	0.6
Business	2.0	4.8	0.1	2.4	6.2	0.1
Health	-	0.1	-	0.1	0.1	0.0
Marriage	38.2	0.7	63.3	42.4	1.1	67.2
With parents	19.8	31.5	12.2	16.5	28.3	9.4
With spouse	9.9	0.5	16.2	9.0	1.0	13.7
With son/daughter	1.2	1.1	1.3	1.0	0.9	1.0
Change of Residence	4.9	8.9	2.2	5.8	10.4	3.1
Return to his home	5.8	12.6	1.2	5.9	14.2	0.9
Security/Law & order situation	2.0	3.3	1.1	3.4	5.4	2.2
Natural disaster	0.3	0.5	0.1	0.1	0.2	0.0
Flood	-	-	-	0.5	0.8	0.3

| Other | 1.7 | 2.3 | 1.2 | 1.4 | 2.5 | 0.6 |

Figure 11.10 Migrants Population by Main Reasons of Migration

11.10 Employment Status of Migrants

About eight out of ten (78.5%) of migrants are comprised of either Employees (41.8%) and Own account workers (36.7%). About one in fifth (21.5%) of migrant is either Contributing family workers (19.2%) and Employers (2.3%). More males than females are engaged as Employees (50.1%, 25.7%) and Own account workers (40.7%, 28.9%) while more female than male work as Contributing family workers (45.2%, 5.8%). Employers seem to be masculine in composition (3.4%, 0.2%). As for change during the comparative period, migrant Employees and Employers scale down while other categories of employment; Own account workers and Contributing family worker goes up during the comparative period.

Table 11.7 Employment Status of Migrants

Employment Status	2020-21			2024-25		
	Total	**Male**	**Female**	**Total**	**Male**	**Female**
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Employers	2.6	3.7	0.1	2.3	3.4	0.2
Own account workers	31.8	37.1	19.8	36.7	40.7	28.9
Contributing family workers	17.6	5.5	45.3	19.2	5.8	45.2
Employees	48.0	53.7	34.8	41.8	50.1	25.7

Figure 11.11 Employment Status of Migrants

Employment Status of Migrants

		Employers	Own account workers	Contributing family workers	Employees
2024-25	Female	0.2	28.9	45.2	25.7
	Male	3.4	40.7	5.8	50.1
	Total	2.3	36.7	19.2	41.8
2020-21	Female	0.1	19.8	45.3	34.8
	Male	3.7	37.1	5.5	53.7
	Total	2.6	31.8	17.6	48

Chapter

12

Unpaid Domestic & Care Work

Chapter-12: Unpaid Domestic & Care Work

12.1 Unpaid Domestic and Care Work

Unpaid Domestic & Care work are essential activities that contribute significantly to the well-being of individuals, families, and societies as a whole. Despite their importance, these tasks often remain invisible, undervalued, and unrecognized. Unpaid work performed in own household, including task such as:

- Work or help in livestock operations such feeding, milking, grossing etc.
- Work or help in poultry raising such as feeding poultry birds, collecting and packing of eggs etc.
- Gather Wild food such as mushrooms, berries, herbs etc.
- Fishing or hunting
- Construction work to build, renovate or extend the family house etc.
- Spend time in making household goods such as mats, baskets, furniture, clothes, etc.
- Fetch water from natural or public sources
- Collect Firewood for use as fuel
- Work or help in agriculture activities
- Cooking, cleaning, washing, mending and related work
- Care work refers to unpaid work that involves caring for others, such as: childcare, elderly care, care of ill persons.

Table 12.1 Number of Persons Engaged in Domestic & Care work by Province and Sex

Provinces	2024-25 (Millions)		
	Total	Male	Female
Pakistan	**117.4**	**50.7**	**66.7**
KP	21.0	9.4	11.6
Punjab	62.6	26.1	36.5
Sindh	28.0	12.7	15.3
Balochistan	5.8	2.5	3.3

The above table shows that in 2024-25, about (117.4) million persons in Pakistan are engaged in domestic and care work, with female (66.7) million and male (50.7) million at national level. Punjab accounts for the largest share with (62.6) million, followed by Sindh (28.0)

million and KP (21.0) million, while Balochistan (5.8) million has the lowest number. In all provinces, female participation in domestic and care work exceeds that of male, highlighting the strong gender dimension of unpaid and care responsibilities across the country.

12.2 Persons Engaged and Mean Hours/Week Spent in Various Activities

Almost (60%) of female are engaged in cooking, cleaning, washing, and related tasks, spending an average of (15.3 hours) per week. In contrast, only (6.7%) of male perform these tasks, with a much lower time contribution of (6.8 hours) weekly. This reflects the heavy domestic burden on female.

Care responsibilities are also female-dominated. About (31%) of female are involved in caring for children, elderly, or ill persons, spending (7.5 hours) weekly, compared to only (15%) of male who spend less time (5.6 hours). Female also slightly exceed male in helping children with homework (12.2%, 10.5%).

Livestock work is another major area of unpaid contribution, with (24.8%) of female engaged for over (10 hours) weekly, compared to (12.9%) of male who spend less time (7.6 hours) per week. Female also lead in food preservation (6.5%, 2.4%) and making household goods (8.5%, 2.9%).

On the other hand, male dominate in outdoor and physically intensive tasks. More male fetch water than female (9.7%, 5.4%), collect firewood (10.6%, 5.4%), and participate in fishing/hunting (2.3%, 0.9%). Male also take a larger share in agricultural operations (9.1%, 6.6%). However, in these activities, female often spend equal or more time than male once they are engaged for example, female spend more hours fetching water (4.3 ,3.4) and collecting firewood (7.4,6.9). Interestingly, in other service activities such as (picking and dropping children to school, doing marketing etc.), both male (23.2%) and female (25.4%) show relatively high participation, with each spending about 7 hours per week on these tasks.

Table 12.2 Domestic & Care Activities: Hours/Week (2024-25)

Domestic & Care Work Activities	Percentage of working Age Population engaged in unpaid Domestic & Care Work and Hour of work Per/Week		
	Both Sexes (179.6 M)	Male (92.0 M)	Female (87.6M)
1.Cooking, Cleaning and arranging the house, washing, mending or pressing clothes	32.7% 14.4 Hours/Week	6.7% 6.8 Hours/Week	59.7% 15.3 Hours/Week
2. Livestock operations	18.7% (9.2Hours/Week)	12.9% (7.6Hours/Week)	24.8% (10.1Hours/Week)
3. Caring for children or health care of ill/aged persons	22.7% (6.9Hours/Week)	14.6% (5.6Hours/Week)	31.1% (7.5Hours/Week)
4. Spend time in helping children do	11.3%	10.5%	12.2%

Domestic & Care Work Activities	Percentage of working Age Population engaged in unpaid Domestic & Care Work and Hour of work Per/Week		
	Both Sexes (179.6 M)	Male (92.0 M)	Female (87.6M)
homework or other educating activities	(8.2Hours/Week)	(7.6Hours/Week)	(8.7Hours/Week)
5. Fetch water from natural or public sources	7.6% (3.7Hours/Week)	9.7% (3.4Hours/Week)	5.4% (4.3Hours/Week)
6. Poultry Raising	7.1% (5.6Hours/Week)	7.7% (5.7Hours/Week)	6.4% (5.5Hours/Week)
7. Collect any firewood	8.0% 7.0 Hours/Week	10.6% 6.9 Hours/Week	5.4% 7.4 Hours/Week
8. Agricultural Operations	7.9% 6.5 Hours/Week	9.1% 6.6Hours/Week	6.6% 6.5Hours/Week
9. Gather wild food	1.4% 7.7 Hours/Week	1.8% 7.7Hours/Week	1.1% 7.8 Hours/Week
10. Fishing or Hunting	1.6% 7.2 Hours/Week	2.3% 7.3 Hours/Week	0.90% 6.7 Hours/Week
11.Prepare Preserved food	4.4% 5.2 Hours/Week	2.4% 4.7 Hours/Week	6.5% 5.4 Hours/Week
12.Making goods for use by your household	5.6% 6.2Hours/Week	2.9% 4.8 Hours/Week	8.5% 6.7 Hours/Week
13.Construction work at home	2.0% 4.0Hours/Week	2.6% 3.6Hours/Week	1.4% 4.4Hours/Week
14.Other services activities	24.3% 6.8 Hours/Week	23.2% 6.6 Hours/Week	25.4% 7.0 Hours/Week

Table 12.3 Domestic & Care Activities: Persons & Hours/Week (2024-25)

Domestic & Care Activities	Person Engaged (Millions)			Hours/Week		
	Total	Male	Female	Total	Male	Female
Pakistan						
Agricultural operations	14.3	8.4	5.9	7.1	7.0	7.1
Livestock operations	33.6	11.9	21.7	9.2	7.6	10.1
Poultry raising	12.7	7.0	5.6	5.6	5.7	5.5
Gather wild food	2.6	1.7	1.0	7.7	7.7	7.8
Fishing or hunting	2.9	2.2	0.8	7.2	7.3	6.7
Prepare preserved food	8.0	2.2	5.7	5.2	4.7	5.4
Construction work	3.6	2.4	1.2	5.5	5.5	5.5
Making goods for use by your household	10.1	2.7	7.4	6.2	4.8	6.7
Fetch water from natural or public sources	13.7	9.0	4.8	3.8	3.5	4.3
Collect any firewood	14.4	9.8	4.7	7.0	6.9	7.4
Caring for children or health care of ill/aged persons	40.7	13.5	27.3	6.9	5.6	7.5
Helping children do homework or other educating activities	20.3	9.7	10.7	8.2	7.6	8.7
Cooking, Cleaning and arranging the house, washing, mending or pressing clothes	58.6	6.3	52.3	14.4	6.8	15.3
Other services activities	43.6	21.4	22.3	6.8	6.6	7.0

Figure 12.1 Number of Person Engaged in Domestic & Care Activities (Millions)

Figure 12.2 Mean Hours per Week Spent in Domestic & Care Work by Sex

12.3 Persons Engaged and Mean Hours/Week Spent in Various Activities by Province

The below table provides a comprehensive overview of the number of persons (employed, unemployed and out of labour Force) time spent in   domestic and care work at the provincial

level in Pakistan, highlighting the distribution of persons engaged and time spent on various activities across different provinces.

At the provincial level, Punjab has the largest number of persons engaged in domestic and care activities, reflecting its population size. In Punjab (31.4) million people are engaged in cooking and household chores, compared to (13.8) million in Sindh, (10.6) million in KP, and (2.9) million in Balochistan. Similarly, livestock operations is most widespread in Punjab (17.4 million) persons, followed by Sindh (7.5 million), KP (6.9 million), and Balochistan (1.7 million).

In terms of time spent, female consistently spend significantly longer hours than male, regardless of province. For household chores, female in Punjab spend an average of (16.4) hours per week, followed by (15.8) hours in Balochistan, (15.0) hours in KP, and (12.7) hours in Sindh. In contrast, male spend (5 to 7) hours in each province. Similarly, in childcare, female contribute around (7 to 10) hours weekly, exceeding male by (2-3) hours. Notably, Punjab leads in complete numbers; Balochistan shows the heaviest time burden on female, who spend more hours per week on nearly all activities compared to other provinces.

Table 12.4 Domestic & Care Activities: Persons & Hours/Week by Province (2024-25)

Domestic & Care Activities	Person Engaged (Million)			Hour/Week		
	Total	Male	Female	Total	Male	Female
KPK						
Agricultural operations	3.0	1.8	1.2	6.6	6.4	6.9
Livestock operations	6.9	2.0	4.9	8.7	6.7	9.5
Poultry raising	3.1	1.6	1.6	5.7	5.9	5.6
Gather wild food	0.3	0.2	0.1	6.9	7.6	5.9
Fishing or hunting	0.3	0.2	0.1	6.0	5.5	6.9
Prepare preserved food	0.4	0.0	0.4	5.1	5.2	5.1
Construction work	0.4	0.3	0.1	5.6	5.7	5.4
Making goods for use by your household	0.8	0.2	0.6	4.9	3.2	5.4
Fetch water from natural or public sources	0.8	0.4	0.4	4.7	3.6	6.0
Collect any firewood	3.5	2.6	0.9	6.5	6.3	7.1
Caring for children or health care of ill/aged persons	8.3	3.0	5.4	6.5	5.8	6.9
Helping children do homework or other educating activities	3.5	2.1	1.3	7.1	6.4	8.2
Cooking, Cleaning and arranging the house, washing, mending or pressing clothes	10.6	0.8	9.8	14.4	7.5	15.0
Other services activities	8.7	5.3	3.5	6.5	6.5	6.4

Punjab						
Agricultural operations	6.4	3.8	2.7	7.5	7.2	7.8
Livestock operations	17.4	6.3	11.1	9.5	7.9	10.5
Poultry raising	6.2	3.5	2.7	5.3	5.4	5.1
Gather wild food	1.5	1.0	0.5	7.4	7.4	7.5
Fishing or hunting	1.3	1.1	0.2	6.9	7.1	6.3
Prepare preserved food	4.5	1.0	3.5	4.7	4.6	4.8
Construction work	1.7	1.3	0.5	6.0	5.7	6.8
Making goods for use by your household	4.9	1.2	3.6	6.1	4.9	6.5
Fetch water from natural or public sources	7.6	5.1	2.5	3.2	3.1	3.4
Collect any firewood	7.5	4.9	2.6	7.3	7.1	7.7
Caring for children or health care of ill/aged persons	20.1	6.2	13.9	7.5	5.9	8.2
Helping children do homework or other educating activities	11.7	4.8	7.0	8.7	8.0	9.3
Cooking, Cleaning and arranging the house, washing, mending or pressing clothes	31.4	3.5	27.9	15.4	7.2	16.4
Other services activities	24.6	10.9	13.7	6.8	6.7	6.9
Sindh						
Agricultural operations	4.1	2.4	1.7	6.8	7.0	6.5
Livestock operations	7.5	3.0	4.6	8.8	7.6	9.5
Poultry raising	2.8	1.7	1.1	6.1	5.9	6.3
Gather wild food	0.7	0.4	0.3	8.6	8.4	9.0
Fishing or hunting	1.2	0.8	0.3	7.8	8.1	7.0
Prepare preserved food	2.6	1.1	1.5	5.1	4.6	5.4
Construction work	1.3	0.8	0.6	4.9	5.1	4.6
Making goods for use by your household	3.7	1.2	2.5	6.4	4.9	7.1
Fetch water from natural or public sources	4.5	3.1	1.4	4.3	4.0	5.2
Collect any firewood	2.6	1.7	0.9	7.2	7.2	7.2
Caring for children or health care of ill/aged persons	10.2	3.6	6.5	5.4	4.2	6.0
Helping children do homework or other educating activities	4.4	2.3	2.1	7.5	7.9	7.1
Cooking, Cleaning and arranging the house, washing, mending or pressing clothes	13.8	1.9	11.9	11.7	5.7	12.7
Other services activities	8.3	4.1	4.2	6.8	6.3	7.3

Balochistan						
Agricultural operations	0.7	0.4	0.3	7.4	8.5	5.8
Livestock operations	1.7	0.6	1.1	9.7	7.7	10.7
Poultry raising	0.6	0.3	0.3	5.7	5.5	5.9
Gather wild food	0.1	0.0	0.0	7.6	8.9	6.3
Fishing or hunting	0.1	0.1	0.1	6.7	7.0	6.4
Prepare preserved food	0.4	0.1	0.4	10.7	5.6	11.6
Construction work	0.1	0.1	0.0	4.6	5.0	4.1
Making goods for use by your household	0.8	0.1	0.7	7.5	4.7	7.8
Fetch water from natural or public sources	0.7	0.3	0.4	5.2	4.9	5.4
Collect any firewood	0.8	0.5	0.3	6.6	6.7	6.4
Caring for children or health care of ill/aged persons	2.1	0.7	1.5	10.1	9.9	10.2
Helping children do homework or other educating activities	0.8	0.5	0.3	9.0	9.0	9.0
Cooking, Cleaning and arranging the house, washing, mending or pressing clothes	2.9	0.2	2.7	15.4	7.5	15.8
Other services activities	2.0	1.1	0.9	7.4	6.6	8.5

12.4 Labour Force Status and Weekly Hours in Unpaid Domestic and Care Activities

The data on mean hours work per week spent in domestic and care activities shows noticeable variation across labour force status. Overall, employed individuals spend slightly fewer hours on most unpaid activities compared to those unemployed or out of the labour force. In agricultural operations, employed persons spend (6.8 hours) per week, while unemployed individuals spend (8.6 hours), and those out of the labour force average (7.6 hours) per week. A similar pattern is seen in livestock operations, where employed workers spend (8.3 hours), compared to (9.3 hours) among the unemployed and (10.3 hours) among those outside the labour force per week.

Unemployed persons consistently spend more time per week than other groups on several activities. For instance, they spend (6.8 hours) on poultry raising compared to (5.4 hours) for the employed, (8.1 hours) on firewood collection compared to (6.9 hours) for employed, and (10.9 hours) on helping children with homework, which is the highest across all groups. Similarly, they spend (15.1 hours) on cooking, cleaning, and household chores, slightly above the employed (12.7 hours) and nearly equal to those out of the labour force (15.0 hours).

For male, the data shows that unemployment leads to greater involvement in domestic and care work. Unemployed male spends significantly more hours than their employed counterparts in almost every category. Unemployed persons spend (9.5 hours) per week on cooking and cleaning compared to (6.7 hours) among employed male, while in helping children with homework they contribute (9.4 hours versus 7.5 hours). Similarly, unemployed male spend (8.6 hours) on agricultural operations compared to (6.8 hours) for employed male, and more time caring for children and the elderly people (6.7 hours versus 5.4 hours).

For female, the effect of unemployment is even more pronounced. Unemployed female dedicate far more time to unpaid domestic and care work than employed female. They spend (17.0 hours) per week on cooking, cleaning, and household chores, compared to (14.5 hours) for employed female. Similarly, in helping children with homework, unemployed female spend (12.0 hours) weekly, well above the (8.1 hours) of employed female. They also contribute more hours in agriculture (8.8 versus 6.7) and livestock operations (10.7 versus 9.2).

Table 12.5 Mean Hours/Week Spent in Various Activities by Labour Force Status

Domestic & Care Activities	Hours of work/week			
	Overall	Employed	Unemployed	Out of Labour Force
Both Sexes				
Agricultural operations	7.1	6.8	8.6	7.6
Livestock operations	9.2	8.3	9.3	10.3
Poultry raising	5.6	5.4	6.8	5.8
Gather wild food	7.7	7.9	7.7	7.2
Fishing or hunting	7.2	7.3	7.5	6.7
Prepare preserved food	5.2	4.5	5.1	5.7
Construction work	5.5	5.6	5.8	5.3
Making goods for use by your household	6.2	5.1	6.5	6.8
Fetch water from natural or public sources	3.8	3.7	4.0	3.9
Collect any firewood	7.0	6.9	8.1	7.1
Caring for children or health care of ill/aged persons	6.9	6.2	7.6	7.3
Helping children do homework or other educating activities	8.2	7.7	10.9	8.4
Cooking, Cleaning and arranging the house, washing, mending or pressing clothes	14.4	12.7	15.1	15.0
Other services activities	6.8	6.7	6.9	6.9

Male				
Agricultural operations	7.0	6.8	8.6	8.2
Livestock operations	7.6	7.6	8.0	7.7
Poultry raising	5.7	5.5	6.8	6.2
Gather wild food	7.7	7.7	7.8	7.5
Fishing or hunting	7.3	7.3	7.9	7.3
Prepare preserved food	4.7	4.3	4.8	5.8
Construction work	5.5	5.7	6.0	4.4
Making goods for use by your household	4.8	4.5	5.3	5.5
Fetch water from natural or public sources	3.5	3.6	3.8	3.2
Collect any firewood	6.9	6.8	7.6	6.9
Caring for children or health care of ill/aged persons	5.6	5.4	6.7	6.2
Helping children do homework or other educating activities	7.6	7.5	9.4	7.7
Cooking, Cleaning and arranging the house, washing, mending or pressing clothes	6.8	6.7	9.5	6.1
Other services activities	6.6	6.6	6.8	6.6
Female				
Agricultural operations	7.1	6.7	8.8	7.4
Livestock operations	10.1	9.2	10.7	10.6
Poultry raising	5.5	5.1	6.8	5.7
Gather wild food	7.8	8.5	7.4	7.1
Fishing or hunting	6.7	7.3	5.2	6.4
Prepare preserved food	5.4	4.7	5.3	5.7
Construction work	5.5	5.3	5.0	5.6
Making goods for use by your household	6.7	5.9	7.1	7.0
Fetch water from natural or public sources	4.3	4.1	4.5	4.4
Collect any firewood	7.4	7.3	9.5	7.3
Caring for children or health care of ill/aged persons	7.5	7.6	8.3	7.4
Helping children do homework or other educating activities	8.7	8.1	12.0	8.6
Cooking, Cleaning and arranging the house, washing, mending or pressing clothes	15.3	14.5	17.0	15.4
Other services activities	7.0	7.0	7.2	7.0

Annexure-I

Sustainable Developments Goals (SDGs)

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) 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**
Pakistan						
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
KP						
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
Punjab						
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
Sindh						
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
Balochistan						
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 in a day 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.

| | | Hours spent on Unpaid Domestic and Unpaid Care Work | | | | | | | | |
| | | All Areas | | | Rural | | | Urban | | |
	Age Group	Both sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Pakistan	10+	100.8	87.3	105.1	100.5	86.1	105.3	101.7	89.3	104.5
	15+	101.9	87.9	106.2	101.5	86.4	106.4	103.0	90.1	105.8
	15-29	100.5	87.5	105.1	101.4	87.9	105.1	99.6	85.8	107.4
	10-14	83.0	80.4	84.0	86.0	82.6	87.2	70.4	69.5	66.3
	15-24	98.3	87.1	102.6	100.2	88.2	104.1	94.8	84.7	98.2
	25-34	104.5	88.0	109.0	103.7	86.2	107.9	106.2	88.4	115.4
	35-44	103.2	86.8	107.9	102.4	85.1	108.1	104.3	89.3	105.2
	45-54	102.7	88.6	107.2	100.2	85.2	105.5	105.6	93.7	105.3
	55-64	99.4	89.0	102.9	97.7	85.8	102.8	101.4	94.8	98.4
	65 & Over	92.8	90.8	90.1	93.3	89.9	93.9	97.5	97.3	84.8
KP	10+	95.3	82.2	100.2	94.8	81.2	100.2	98.1	86.4	103.0
	15+	96.1	82.8	101.2	95.6	81.7	101.3	99.0	87.3	103.5
	15-29	94.2	82.9	97.4	94.3	82.7	97.8	90.9	80.5	87.4
	10-14	80.2	72.4	82.2	81.0	72.9	82.5	60.9	50.9	65.8
	15-24	93.8	83.1	97.0	94.0	82.8	97.9	90.0	82.3	78.8
	25-34	97.1	81.5	101.6	96.6	80.8	101.4	94.6	77.9	106.3
	35-44	98.1	82.7	104.7	96.7	80.4	104.2	101.4	88.3	99.2
	45-54	94.7	81.1	100.3	94.5	81.3	99.9	91.8	80.2	87.0
	55-64	95.0	82.9	98.8	93.8	80.8	97.5	105.2	85.1	94.7
	65 & Over	98.4	91.0	102.9	95.6	86.0	98.0	112.5	109.4	84.7
Punjab	10+	102.5	88.3	107.2	101.6	87.4	106.0	103.0	88.3	107.8
	15+	103.6	88.8	108.2	102.7	87.8	107.1	104.2	89.0	108.8
	15-29	102.2	89.0	107.2	102.5	89.5	105.8	100.8	85.5	109.8
	10-14	83.7	81.0	87.8	84.8	82.2	88.3	71.3	69.7	67.8
	15-24	99.0	88.3	102.3	100.3	89.5	102.6	94.8	83.9	97.2
	25-34	107.0	88.6	112.4	105.8	87.3	110.1	108.5	88.1	119.9
	35-44	104.9	86.7	109.2	103.9	86.4	108.6	105.2	85.7	107.5
	45-54	104.3	89.5	109.1	101.2	86.1	106.4	105.4	91.9	108.1
	55-64	99.8	88.7	105.1	97.8	87.0	102.9	102.1	92.4	104.4
	65 & Over	93.0	92.2	92.1	93.5	91.0	94.4	95.3	98.5	80.3
Sindh	10+	97.4	86.8	101.0	97.8	83.9	103.4	98.5	90.1	99.0
	15+	98.6	87.5	102.3	98.7	84.0	104.5	100.0	91.2	100.5
	15-29	97.0	86.0	101.3	99.3	85.2	103.8	95.9	86.7	99.4
	10-14	80.8	78.8	81.1	86.8	83.2	87.6	64.1	64.3	62.0
	15-24	96.0	84.7	101.5	99.1	84.4	104.7	94.8	86.7	97.2
	25-34	100.2	89.3	102.6	100.2	85.7	104.1	98.9	88.7	103.3
	35-44	99.3	87.6	103.0	99.0	83.7	105.4	101.6	93.0	97.3
	45-54	101.2	89.3	106.0	98.1	84.1	104.8	108.7	99.8	105.2
	55-64	98.5	90.1	101.0	95.2	82.3	103.9	100.1	96.2	92.4
	65 & Over	87.9	84.1	86.4	85.0	78.5	92.1	93.4	94.8	63.5

	Age									
Balochistan	10+	113.6	97.6	113.8	110.4	93.4	111.4	128.6	116.8	124.0
	15+	115.6	99.0	115.5	112.2	94.8	113.0	130.9	118.1	125.8
	15-29	115.4	101.8	113.1	112.6	99.8	110.1	124.4	107.2	123.2
	10-14	88.4	82.7	89.2	87.8	81.2	88.5	78.5	75.9	83.0
	15-24	113.6	103.2	111.2	112.4	102.5	109.3	117.2	103.6	117.5
	25-34	115.8	96.8	115.3	111.8	91.3	112.8	131.0	105.4	125.6
	35-44	117.8	96.3	120.5	113.9	92.4	117.6	121.3	97.9	127.9
	45-54	112.6	95.3	110.6	108.6	88.1	107.1	131.2	105.9	121.8
	55-64	113.2	100.9	110.5	111.1	95.9	110.7	119.7	114.9	95.3
	65 & Over	118.2	123.3	101.8	105.4	98.9	98.9	126.1	133.7	72.0

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**
Pakistan	6.1	9.2	4.4
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:- 8.3.1 Proportion of Informal Employment in total Employment by Sector and Sex

Definition:- The indicator presents the share of employment which is classified as informal employment in the total economy and separately in agriculture and 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**
Pakistan						
All Area	48.3	55.1	25.6	72.1	73.0	66.3
Rural	41.1	48.7	21.8	75.5	76.3	70.9
Urban	61.8	65.3	40.2	68.3	69.4	58.5
KP						
All Area	54.9	60.6	29.3	73.4	74.9	62.2
Rural	53.1	58.9	27.6	73.9	75.2	63.1
Urban	64.7	69.6	39.8	71.5	73.3	58.8

Punjab						
All Area	47.9	56.4	25.6	73.9	75.1	67.6
Rural	40.1	49.1	22.2	76.6	77.9	71.4
Urban	62.7	67.6	38.7	70.9	72.3	60.5
Sindh						
All Area	45.8	50.1	24.5	67.3	67.4	66.7
Rural	32.3	37.1	17.3	75.0	74.0	82.9
Urban	60.2	61.5	46.1	63.6	64.4	54.7
Balochistan						
All Area	44.2	48.6	15.6	69.6	70.8	52.2
Rural	39.5	44.7	12.2	72.1	73.0	58.2
Urban	56.3	57.9	35.4	65.4	67.1	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 from paid employment of employees by sex, occupation, age and disability status.

8.5.1 Average Hourly Earnings of Employees by Sex, Age and Occupation				
Occupation/Sex	**Ages**	**Total**	**Male**	**Female**
Pakistan				
Total	**All Ages**	**207**	**201**	**248**
	10-14	133	132	145
	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	**All Ages**	**573**	**540**	**811**
	10-14	.	.	.
	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	.

8.5.1 Average Hourly Earnings of Employees by Sex, Age and Occupation				
Occupation/Sex	Ages	Total	Male	Female
Professionals	All Ages	**371**	**397**	**332**
	10-14	.	.	.
	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	All Ages	**294**	**294**	**296**
	10-14	.	.	.
	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	.
Clerical support workers	All Ages	**318**	**307**	**452**
	10-14	.	.	.
	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	All Ages	**196**	**196**	**186**
	10-14	180	181	89
	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

8.5.1 Average Hourly Earnings of Employees by Sex, Age and Occupation				
Occupation/Sex	Ages	Total	Male	Female
Skilled Agriculture & Forestry Workers	All Ages	187	185	345
	10-14	149	149	.
	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	All Ages	154	154	149
	10-14	81	79	105
	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	All Ages	171	171	120
	10-14	168	169	89
	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	.
Elementary Occupation	All Ages	147	146	149
	10-14	144	141	157
	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 unemployment rate conveys the percentage of persons in the labour force who are unemployed.

8.5.2 Unemployment Rae by Sex, Age and Region				
Region	**Ages**	**Total**	**Male**	**Female**
All Areas (Pakistan)	All Ages	7.1	6.0	10.5
	10-14	4.5	5.8	0.7
	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	0.8	0.9	0.0
Rural	All Ages	6.5	5.8	8.3
	10-14	3.9	5.1	0.7
	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	0.7	0.7	0.0
Urban	All Ages	8.2	6.3	18.1
	10-14	7.9	8.8	1.3
	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

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	**All Areas**	**28.4**	**13.0**	**45.4**
	Rural	28.7	12.0	47.0
	Urban	28.0	14.5	42.9
KP	**All Areas**	**32.7**	**10.5**	**57.6**
	Rural	33.9	10.4	59.9
	Urban	26.8	11.1	45.2
Punjab	**All Areas**	**24.8**	**12.6**	**37.6**
	Rural	23.5	11.4	36.2
	Urban	26.6	14.3	39.8
Sindh	**All Areas**	**32.0**	**14.7**	**51.6**
	Rural	34.3	13.9	58.2
	Urban	30.2	15.4	46.5
Balochistan	**All Areas**	**36.0**	**17.9**	**60.5**
	Rural	38.1	18.8	63.5
	Urban	31.5	16.1	53.8

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	Total	2721	3179	1194
		Rural	2636	3234	1098
		Urban	2881	3092	1561
	KP	Total	3034	3442	1183
		Rural	3002	3424	1125
		Urban	3210	3539	1539

	Punjab	Total	3069	3869	978
		Rural	3000	4003	1001
		Urban	3201	3666	891
	Sindh	Total	1848	1802	2079
		Rural	1424	1382	1556
		Urban	2298	2171	3635
	Balochistan	Total	1717	1771	1366
		Rural	1466	1580	861
		Urban	2374	2226	4257
Non- Migrants	Pakistan	Total	2681	3112	1179
		Rural	2634	3198	1108
		Urban	2773	2968	1473
	KP	Total	3006	3390	1260
		Rural	2972	3369	1208
		Urban	3197	3503	1601
	Punjab	Total	3046	3810	932
		Rural	3037	3992	994
		Urban	3064	3511	677
	Sindh	Total	1827	1774	2095
		Rural	1423	1382	1557
		Urban	2282	2143	3801
	Balochistan	Total	1530	1575	1241
		Rural	1368	1459	880
		Urban	1978	1863	3498
Migrants	Pakistan	Total	3291	4305	1330
		Rural	2673	4246	993
		Urban	3871	4340	2071
	KP	Total	3392	4110	247
		Rural	3411	4177	0
		Urban	3322	3862	1091
	Punjab	Total	3358	4791	1344
		Rural	2367	4320	1068
		Urban	4276	5021	1973
	Sindh	Total	2299	2436	1816
		Rural	1480	1363	1541
		Urban	2494	2537	2177
	Balochistan	Total	6905	7188	4992
		Rural	6010	7136	0
		Urban	7617	7226	10931

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	**All Areas**	14.8	14.8	14.7
	Rural	11.7	11.2	12.9
	Urban	20.7	20.5	21.9
KP	**All Areas**	11.8	11.0	15.5
	Rural	11.2	10.3	15.0
	Urban	15.4	14.7	18.9
Punjab	**All Areas**	16.1	16.6	14.5
	Rural	13.5	13.9	12.7
	Urban	20.9	20.8	21.7
Sindh	**All Areas**	15.5	15.4	15.9
	Rural	8.7	7.2	13.4
	Urban	22.7	22.6	23.3
Balochistan	**All Areas**	6.0	5.5	9.1
	Rural	4.2	3.8	6.3
	Urban	10.6	9.4	25.3

Annexure-II

Reliability of Estimates

Reliability of Estimate

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

COEFFICIENT OF VARIATION (CVs) OF IMPORTANT VARIABLES

| Characteristics/ Variables | Coefficient of Variation (CVs) in Percentage | | | | | | |
| | Pakistan | Urban | Rural | KP | Punjab | Sindh | Balochistan |
					Provinces		
Total Persons	**0.292**	**0.341**	**0.526**	**0.745**	**0.408**	**0.574**	**0.903**
Employed Persons	0.438	0.536	0.756	1.120	0.607	0.843	1.433
Employed Persons in Formal Sector	1.194	1.696	1.677	2.840	1.780	2.104	3.839
Employed Persons in Informal Sector	0.745	0.981	1.142	1.706	1.027	1.580	2.363
Sex Ratio (%)	0.306	0.366	0.538	0.732	0.439	0.591	0.983
Un-employment Rate (%)	1.613	2.008	2.669	3.160	2.198	3.848	7.059
Crude Participation Rate (%)	0.357	0.442	0.601	0.934	0.484	0.716	1.217
Refined Participation Rate (%)	0.318	0.387	0.549	0.823	0.431	0.639	1.066

| Characteristics/ Variables | Estimates | | | | | | |
| | Pakistan | Rural | Urban | KP | Punjab | Sindh | Balochistan |
					Provinces		
Total Persons	**230,808,214**	**141,690,658**	**89,117,555**	**39,353,014**	**124,404,577**	**53,894,197**	**13,156,426**
Employed Persons	71,156,010	46,602,340	24,553,671	10,392,436	41,137,864	16,163,893	3,461,818
Employed Persons in Formal Sector	13,285,619	6,237,237	7,048,382	2,066,220	6,958,847	3,593,065	667,488
Employed Persons in Informal Sector	34,347,631	19,172,557	15,175,074	5,707,436	19,707,535	7,404,592	1,528,068
Sex Ratio (%)	105.29	104.70	106.23	105.28	102.64	108.85	116.97
Un-employment Rate (%)	7.09	6.52	8.16	9.63	7.27	5.28	5.54
Crude Participation Rate (%)	33.18	35.19	30.00	29.22	35.66	31.66	27.86
Refined Participation Rate (%)	46.29	50.34	40.24	41.18	48.98	44.71	41.64

CONFIDENCE INTERVAL OF IMPORTANT VARIABLES-PAKISTAN

Characteristics/Variables	Estimates	Confidence Interval	
		Lower	Upper
Pakistan			
Total Persons	**230,808,214**	**229,488,392**	**232,128,036**
Employed Persons	71,156,010	70,545,516	71,766,504
Employed Persons in Formal Sector	13,285,619	12,974,594	13,596,645
Employed Persons in Informal Sector	34,347,631	33,846,132	34,849,130
Sex Ratio (%)	105.29	104.66	105.92
Un-employment Rate (%)	7.09	6.87	7.32
Crude Participation Rate (%)	33.18	32.95	33.42
Refined Participation Rate (%)	46.29	46.00	46.57
Urban			
Total Persons	**89,117,555**	**88,197,286**	**90,037,824**
Employed Persons	24,553,671	24,189,308	24,918,033
Employed Persons in Formal Sector	7,048,382	6,816,528	7,280,237
Employed Persons in Informal Sector	15,175,074	14,835,206	15,514,942
Sex Ratio (%)	106.23	105.11	107.36
Un-employment Rate (%)	8.16	7.73	8.59
Crude Participation Rate (%)	30.00	29.65	30.35
Refined Participation Rate (%)	40.24	39.81	40.67
Rural			
Total Persons	**141,690,658**	**140,743,934**	**142,637,383**
Employed Persons	46,602,340	46,112,255	47,092,424
Employed Persons in Formal Sector	6,237,237	6,029,743	6,444,731
Employed Persons in Informal Sector	19,172,557	18,803,548	19,541,566
Sex Ratio (%)	104.70	103.95	105.45
Un-employment Rate (%)	6.52	6.27	6.78
Crude Participation Rate (%)	35.19	34.88	35.49
Refined Participation Rate (%)	50.34	49.96	50.72

CONFIDENCE INTERVAL OF IMPORTANT VARIABLES- PROVINCES

Characteristics/Variables	Estimates	Confidence Interval Lower	Confidence Interval Upper
KP			
Total Persons	**39,353,014**	**38,778,264**	**39,927,764**
Employed Persons	10,392,436	10,164,192	10,620,680
Employed Persons in Formal Sector	2,066,220	1,951,161	2,181,279
Employed Persons in Informal Sector	5,707,436	5,516,521	5,898,350
Sex Ratio (%)	105.28	103.77	106.80
Un-employment Rate (%)	9.63	9.03	10.23
Crude Participation Rate (%)	29.22	28.69	29.76
Refined Participation Rate (%)	41.18	40.51	41.84
Punjab			
Total Persons	**124,404,577**	**123,409,809**	**125,399,346**
Employed Persons	41,137,864	40,648,273	41,627,454
Employed Persons in Formal Sector	6,958,847	6,715,939	7,201,755
Employed Persons in Informal Sector	19,707,535	19,310,748	20,104,323
Sex Ratio (%)	102.64	101.76	103.53
Un-employment Rate (%)	7.27	6.95	7.58
Crude Participation Rate (%)	35.66	35.32	36.00
Refined Participation Rate (%)	48.98	48.56	49.39

CONFIDENCE INTERVAL OF IMPORTANT VARIABLES- PROVINCES

Characteristics/Variables	Estimates	Confidence Interval	
		Lower	Upper
Sindh			
Total Persons	**53,894,197**	**53,287,745**	**54,500,648**
Employed Persons	16,163,893	15,896,604	16,431,181
Employed Persons in Formal Sector	3,593,065	3,444,844	3,741,286
Employed Persons in Informal Sector	7,404,592	7,175,245	7,633,938
Sex Ratio (%)	108.85	107.59	110.11
Un-employment Rate (%)	5.28	4.88	5.67
Crude Participation Rate (%)	31.66	31.22	32.11
Refined Participation Rate (%)	44.71	44.15	45.27
Balochistan			
Total Persons	**13,156,426**	**12,923,518**	**13,389,333**
Employed Persons	3,461,818	3,364,529	3,559,107
Employed Persons in Formal Sector	667,488	617,243	717,733
Employed Persons in Informal Sector	1,528,068	1,457,270	1,598,867
Sex Ratio (%)	116.97	114.71	119.24
Un-employment Rate (%)	5.54	4.77	6.31
Crude Participation Rate (%)	27.86	27.19	28.52
Refined Participation Rate (%)	41.64	40.77	42.51