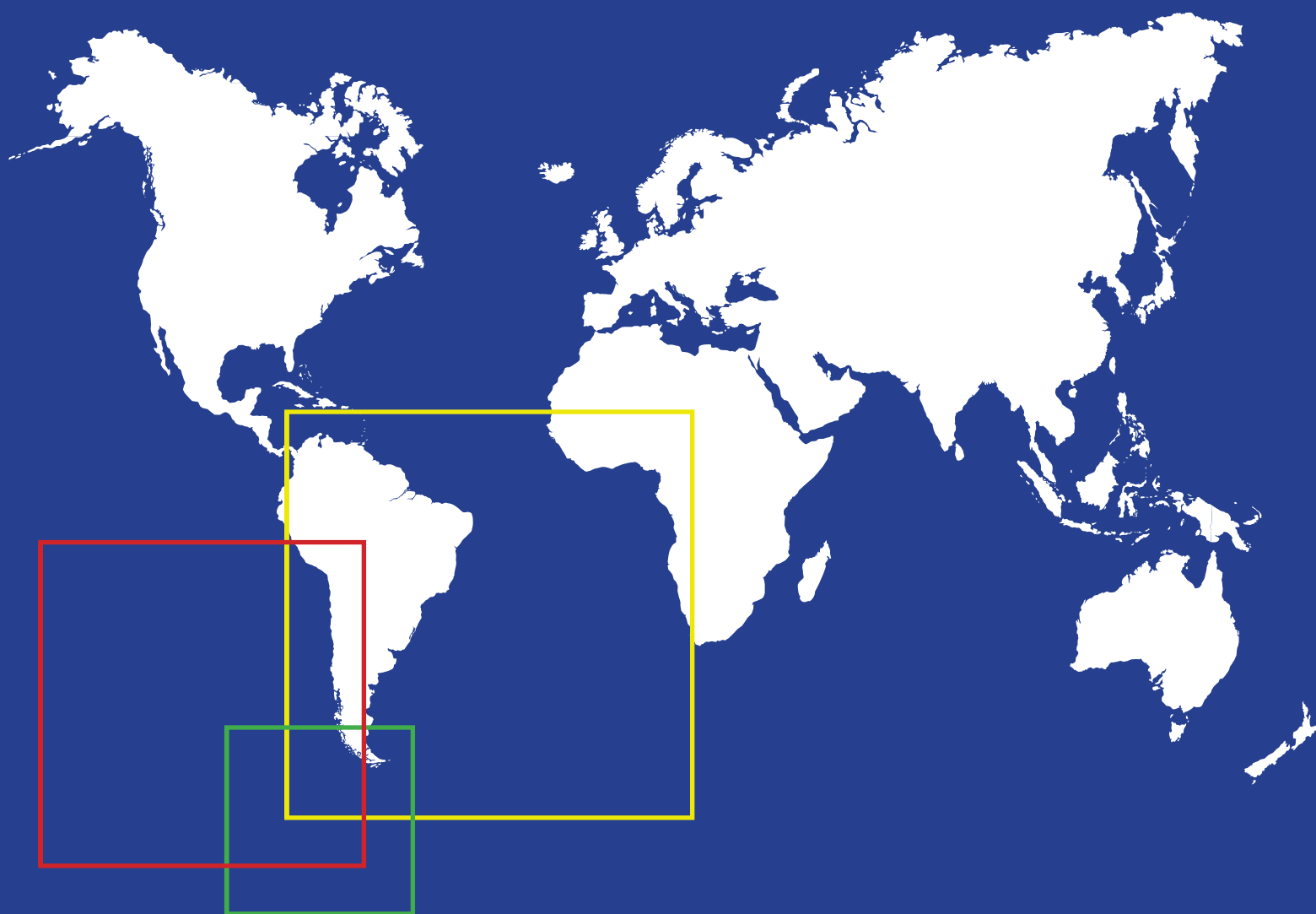




International
Labour
Office

Decent Work Country Profile PAKISTAN 2014



**Decent Work
Country Profile
PAKISTAN
2014**

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Message



Decent work is central to efforts to reduce poverty and is a means for achieving equitable, inclusive and sustainable development. It denotes work that is productive and delivers a fair income, provides security in the workplace and social protection for workers and their families, and give people the freedom to express their concerns, to organize and to participate in decisions tat affect their lives.

Decent Work Country Profile compiles in one document all the available data, including statistical and legal indicators, as well as analysis of gaps in and trends on decent work. The Profile facilities the evaluation of progress made towards decent work and inform national planning and policy-making.

The current document, commissioned by the ILO, is the first edition of the Decent Work Country Profile for Pakistan. As such, our desire is that it should be a living document to be revised on need basis, intended to be regularly updated to reflect the changing economic and legal environment for the Decent Work Agenda in Pakistan. This Profile has attempted to cover the major areas required to be reflected under Decent Work Program in Pakistan for which a number of indicators are available; it therefore gives an overall assessment of Pakistan's current situation in respect of decent work, and can serve as a point of reference or baseline document for the country's own Decent Work Agenda.

I congratulate ILO for the publication of this comprehensive document.

Pir Syed Sadruddin Shah Rashidi
Minister for Overseas Pakistanis
and Human Resource Development

Foreword



Decent work is integral to efforts to reduce poverty and is a key mechanism for achieving equitable, inclusive and sustainable development. It involves opportunities for work that is productive and delivers a fair income, provides security in the workplace and social protection for workers and their families, and gives people the freedom to express their concerns, to organize and to participate in decisions that affect their lives.

Monitoring progress towards decent work is an important concern for the International Labour Organization (ILO), the Governments of its member States, Employers and Workers. The ILO Declaration on Social Justice for a Fair Globalization (2008) thus recommends that, among other measures, member States may consider “the establishment of appropriate indicators or statistics, if necessary with the assistance of the ILO, to monitor and evaluate progress made” (Para. II.B.ii). Yet, the multifaceted nature of the Decent Work Agenda, that combines access to full and productive employment with rights at work, social protection and the promotion of social dialogue, means that such measurement is a complex task.

In September 2008, the ILO convened an international Tripartite Meeting of Experts (TME) on the Measurement of Decent Work, and consequently, adopted a framework of Decent Work Indicators, that was presented to the 18th International Conference of Labour Statisticians in December 2008. The Governing Body endorsed the proposal to test the framework in a limited number of pilot countries by developing Decent Work Country Profiles.

Decent Work Country Profiles cover eleven substantive elements corresponding to the four strategic pillars of the Decent Work Agenda (full and productive employment, rights at work, social protection and the promotion of social dialogue): (i) economic and social context for decent work; (ii) employment opportunities; (iii) adequate earnings and productive work; (iv) decent working hours; (v) combining work, family and personal life; (vi) work that should be abolished; (vii) stability and security of work; (viii) equal opportunity and treatment in employment; (ix) safe work environment; (x) social security; and, (xi) social dialogue, workers' and employers' representation. Profiles thus bring together all available data on decent work, including statistical and legal framework indicators, as well as a summary of trends, progress, and gaps – both in decent work and in data on decent work.

Their aim is to help policymakers and development practitioners better evaluate progress toward decent work, and inform national planning and policymaking.

The Profiles provide key information for designing and monitoring the Decent Work Country Programmes (DWCP) and represent an advocacy tool to mainstream decent work into national development policies. They are developed with constituents in mind, and are intended to facilitate social dialogue and greater engagement of social partners in the design and implementation of policies and programmes for decent work and broader national development objectives.

The Profiles compile in one document all available data on decent work, statistical and legal indicators, as well as analysis of trends on decent work. The compiled decent work indicators can serve as a reliable baseline at the stage of defining decent work targets, and as a powerful instrument for the monitoring and evaluation of the DWCP and national policies.

The Decent Work Country Profile for the Pakistan aims to provide information on all the elements of decent work in the country by analysing statistical and legal indicators within the framework of national labour and social policies, over the period 2002–2013 (depending on data availability). The purpose of the document is to give baseline information on the state of decent work in the Pakistan, the progress made in decent work, and highlight the gaps that still remain, in both decent work and its measurement.

It is also intended as an advocacy tool for the development of future national policies and development plans.

The Decent Work Country Profile for the Pakistan aims to critically assess progress towards the achievement of decent work in the Pakistan and to further inform social dialogue at the national level.

Francesco d'Ovidio

Country Director

ILO Country Office for Pakistan

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The Decent Work Country Profile for Pakistan was prepared under the overall leadership of Ministry of Overseas Pakistanis and Human Recourse Development and with the technical assistance of ILO Specialists and HQ's, Regional Office and the Decent Work Team. Through a Tripartite Consultative process, national partners identified a list of legal and statistical indicators on decent work that were compiled and analysed in the light of the country's social and economic context to gauge the country's progress on attaining decent work.

The International Labour Office in Pakistan would particularly like to thank the team of national consultants, which includes Dr. Lubna Shahnaz (Lead Consultant), Mr. Raja Faizul Hassan Faiz (Legal Consultant), Mr. Shahid Naeem (Administrative Data Consultant) and Mr. Umer Khalid (Statistical Consultant) who worked tirelessly on this project.

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Thanks are also due to the MULTILATERALS Department at ILO HQ's Geneva (former INTEGRATION Unit) for partially financing this important analytical study and for technically supporting the whole process of preparing and validating the Profile.

In addition, the International Labour Office would like to thank the ILO officials that provided the necessary technical backstopping for the profile including, Mr Sher Verick - Decent Work Team- Delhi, Mr Nikolai Rogovsky, Mr David Williams- ILO Geneva and Mr. Saad Gilani, Ms Margaret Reade Rounds, Mr. Saghir Bukhari, Ms. Shahnaila Azeem and Ms. Belinda Chanda at the ILO Country Office in Pakistan all of whom contributed greatly to the development and finalisation of the Profile leading to its official launch.

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List of Abbreviations

CEACR Committee of Experts on the Application of Conventions and Recommendations

DWIs	Decent Work Indicators
EOBI	Employees Old Age Benefits Institution
GDP	Gross Domestic Product
GoP	Government of Pakistan
ILO	International Labour Organization
KPK	Khyber Pakhtunkhwa
LFS	Labour Force Survey
LMIS	Labour Market Information System
MOP&HRD	Ministry of Overseas Pakistanis and Human Resource Development
NER	Net Enrolment Ratio
PBS	Pakistan Bureau of Statistics
PES	Pakistan Economic Survey
PPP	Purchasing Power Parity
WB	World Bank
WDI	World Development Indicators

Currency Equivalent

(Exchange rate effective as of February 21, 2014)

Currency unit = Pakistan Rupee

US\$1 = 105.8 Rupees

Fiscal Year

July 1 – June 30

1 Economic and social context for decent work

Pakistan, a country of 184.35 million¹, located in South Asia and spread over 796,096 square kilometers, is the sixth most populous nation in the world. Administratively, the country is divided into four provinces, one federal capital territory, two autonomous regions and a group of federally administered tribal areas (FATA). The four provinces are Punjab, Sindh, Khyber Pakhtunkhwa (KPK) and Balochistan; while the autonomous regions include Azad Jammu and Kashmir and Gilgit-Baltistan. In terms of population, Punjab is the biggest province, representing 54.3 per cent of the national population, followed by Sindh (23.9 per cent), KPK (13.5 per cent) and Balochistan at 5.2 per cent². Balochistan is the largest province in terms of land area accounting for 43.6 per cent of Pakistan's land mass, followed by Punjab (25.8 per cent), Sindh (17.7 per cent) and KPK (9.4 per cent).

Over the last decade, Pakistan has experienced significant economic, social and political changes, which have had direct implications for decent work. The country has experienced transition towards democratic rule, accompanied by another major milestone, i.e., the smooth transfer of power from one elected government to another. The 18th Constitutional Amendment passed by the national parliament in 2010 has substantially altered the roles and responsibilities of the federal and provincial governments, with several functions hitherto being performed by the federal government being devolved to the provinces. The devolved functions include those related to the social sector: these which

encompasses education, health, population and social welfare, as well as labour administration (see Legal Framework Indicator 1: Labour administration). The increased provincial responsibilities have been matched by the transfer of greater financial resources to the provinces, through the seventh National Finance Commission (NFC) Award in 2009.

Pakistan has witnessed strong growth in the early part of the new millennium, averaging over six per cent per annum from 2002 to 2007. As a result, per capita income has increased steadily during this period. The global food and fuel price hikes in early 2008 severely impacted the country's macro-economy and the subsequent growth trajectory declined considerably to an average of three per cent between 2008 and 2012. The large scale floods that hit Pakistan in 2010 brought widespread devastation in their wake, with GDP growth reaching its lowest point of the period under review, at 1.7 per cent in 2009. The overall losses to the economy were estimated at around US\$ 10 billion³ and financing of the relief and rehabilitation operations had negative consequences for macro-economic management, with the budget deficit rising to unsustainable levels. The bottlenecks caused by energy problems and the deteriorating law and order situation have kept the economy in a low-growth trap. It has been estimated that, as a result of power shortages in the industrial sector alone, the loss to the economy was over US \$3.8 billion in 2009—about 2.5 per cent of the Gross Domestic Product (GDP), while half a million jobs and exports worth \$1.3 billion were lost⁴.

¹ Figure as of mid-year 2013.

² This distribution excludes the populations of 4.4 million and 1.4 million, respectively, of FATA and the ICT.

³ World Bank and Asian Development Bank, 2010.

⁴ Aziz et.al. (2010)

Inflation, which had remained stable and in single digits until 2007, shot up into double digits after 2008, reaching 12 per cent in 2008 and peaking at 21 per cent in 2009. Per capita income growth stagnated in the weak macro-economic environment and was barely able to keep pace with population growth. Despite these challenging circumstances, poverty levels in the country continued on a downward trend during

this period, helped by the increased government expenditure on safety nets and pro-poor services. The government launched a flagship cash transfer programme – the Benazir Income Support Program (BISP) in 2009 to provide relief to the poorest 10 per cent of the population, following the rise of rising global commodity prices, especially of food, which had a disproportionate impact on the low income population segments.

Legal Framework Indicator 1: Labour administration

Law, policy and institutions: The legal framework for Pakistan's labour administration has undergone several changes over time. the years. Before the 18th Amendment in the Constitution of the Islamic Republic of Pakistan (in 2010), the subject of labour was on the concurrent list; as such, both the federal and provincial governments were empowered to legislate on labour issues. After the 18th Amendment, labour has become a provincial subject and the responsibility of legislating as well as administering the labour laws has fallen upon the provinces. The Provincial Departments of Labour (DOL), Minimum Wages Boards (MWBs), Workers' Welfare Boards (WWBs), Provincial Employees' Social Security Institutions (ESSIs), Labour Appellate Tribunals (LATs) and labour courts, amongst others, are responsible for administering laws and policy implementation. The federal government, after the devolution of the Ministry of Labour and Manpower, created a new ministry –the Ministry of Overseas Pakistanis and Human Resource Development (MOP&HRD). It also retained the administration of the Employees' Old-age Benefits Institution (EOBI) created under the Employees' Old-age Benefits Act, 1976 and the Workers' Welfare Fund (WWF) created under the Workers' Welfare Fund Ordinance, 1973. However, retention of the EOBI has been challenged in the court and the matter is under litigation before the Supreme Court of Pakistan. The MOP&HRD has 24 Community Welfare *Attaches* posted at Pakistani missions abroad. The Bureau of Emigration & Overseas Employment (BE&OE) and the Overseas Employment Corporation (OEC) have been organized on a country-wide basis and have a network of Protectorates and sub-offices to promote overseas employment. The devolution of labour to the provinces has substantially reduced the mandate of MOP&HRD at the federal level and divested it of its role in implementing the country's Decent Work Country Programme.

In 2010, the Federal Government issued a national Labour Policy. The Labour Inspection Policy and Labour Protection Policy were issued in 2006, but no actions to implement these policies have been taken by any government. There are several permanent tripartite institutions, such as the Board of Trustees of EOBI, the Governing Body of the Workers' Welfare Fund and the Workers' Welfare Boards, the Minimum Wages Board (MWB), the Apprenticeship Advisory Committee, the Works Council, Joint Management Boards and the Skills Development Council. In addition, the Pakistan Tripartite Labour Conference is also convened at appropriate intervals, most recently in 2XXX.

Evidence of implementation: The Committee on The Application of Standards at the Conference (CEACR) in its session held on the eve of the 102nd Conference in 2013, emphasised the importance of an effective system of labour inspection in all provinces for both employers and workers, including the need for adequate training of labour inspectors and the provision of sufficient human and material resources. While being aware of the financial conditions the country was facing, the Committee expressed the hope that adequate resources would be allocated to the labour inspection services and that priorities would be agreed upon and a strategic and flexible approach adopted, in consultation with the representatives of the social civil society partners. The Committee recalled that the publication of annual inspection reports containing the statistical information required under Article 21 of the Convention was very important to enable an objective evaluation of the extent to which the legal provisions relating to conditions of work and the protection of workers while engaged in their work were being respected in each province. The Government has recognized that the financing of the Provincial labour administrations needs to be improved.

Ratification of ILO Conventions: Pakistan ratified the Labour Inspection Convention, 1947 (No. 81), on 10 October, 1953 but has not ratified the Labour Administration Convention, 1978 (No. 150).

Sources:

Sources: ILO: ILO NATLEX database.

During the past 12 years, employment in Pakistan has been mainly distributed among the services and agricultural sectors, with these sectors accounting for 43.3 per cent and 42.2 per cent of total employment in 2013, respectively. The agricultural sector provides employment to 75 per cent of all women and half of the total workforce of Balochistan province. The share of the industrial sector in employment has been relatively small and stable (between 13 and 14 per cent) during the period under review. Moreover, the share of employment in the agricultural sector increased by around 2.5 percentage points in the country during 2001–2011, although its share in the GDP declined persistently from 25 per cent in 2001 to 21 per cent in 2012. This has been offset by the declining share of employment in the services sector, which fell from 45.1 per cent in 2001 to 42.4 per cent in 2011. The share of the industrial and services sectors in GDP has risen over the period under review, with the increase being more pronounced for the services sectors, although their share in employment has remained constant or declined. This indicates that the majority of new employment has been created in the low productivity agricultural sector during 2001–2012, a development that does not bode well for the promotion of decent work in the country.

The distribution of employment across provinces shows that the share of employment in agriculture has been highest in Balochistan, where half of the employment was concentrated in this sector in 2013. On the other hand, the share of employment in industry has been the lowest in Balochistan, accounting for a mere 6.5 per cent of the total provincial employment in 2013. The share of the services sector in overall employment has been the highest in KPK during the period under review, with employment in this sector representing 55 per cent of total provincial employment in 2012–2013.

Labour productivity, defined as GDP per

employed persons, rose steadily from Rs. 99,235 in 2002 to Rs. 115,991 in 2008. However, it has been on a declining path from since 2009 onwards, reflecting the slowdown in economic activity in the country. The fall in labour productivity is driven by declining productivity in the agricultural sector, where output per person fell from Rs. 58,373 in 2002 to Rs. 55,084 in 2011. On the other hand, labour productivity in the services sectors rose almost continuously during the period under review. It was highest in the industrial sector throughout this period, where it rose rapidly until 2008 but has been on a downward trend since then, although it remains higher than its initial level in of 2001.

In terms of education policy, the Constitution of the Islamic Republic of Pakistan holds the state responsible for providing “free and compulsory education to all children of the age of five to sixteen years in such a manner as determined by the law”.⁵ The formal education system in Pakistan consists of primary education (five years), middle education (three years), secondary education (two years) and higher secondary education (two years). Following the 18th Constitutional Amendment, education management and delivery has become the domain of the provinces. The province of Sindh has promulgated the a comprehensive 'Sindh Right of Children to Free and Compulsory Education Act' 2013, which recognizes a child's right to education and treats his/her absence from school without a reasonable excuse as an offence. The 'Balochistan Compulsory and Free Education Ordinance', 2013 and the 'Punjab Compulsory Primary Education (CPE) Act' 1994 have similar provisions, with the Punjab CPE Act making it obligatory for each both parents to ensure the complete primary education of their children.

Despite the constitutional commitment towards free and compulsory education for five to 16 year olds, Pakistan is far from attaining universal

⁵ Article 25A of the Constitution

primary education. The net primary enrolment in 2011–12 was only 57 per cent, although the gender gap in primary enrolment has narrowed over the years; in 2001–02, the net primary enrolment rate (NER) for girls was 38 per cent compared to 46 per cent for boys, while by 2011–12 it was 54 per cent for girls and 60 per cent for boys. A large proportion (31 per cent) of children aged 5 to 17 years continues to be out of school, this figure having declined from over 43 per cent in 2001, with a higher share of female children and children residing in rural areas (see Table 1(a) below) not attending school. In addition, significant provincial disparities exist, with almost 45 per cent of children in Balochistan not going to school, in comparison to 27 per cent of their counterparts in Punjab.

The adult literacy rate for the population aged 15 years and above increased from 46.5 per cent in 2001 to 56.2 per cent in 2013. However, with only 43.5 per cent of females literate in comparison to 68.6 per cent of males in 2013, a large gender gap is evident, although this gap had narrowed somewhat over the period under review. Literacy rates have been the highest in the provinces of Sindh and Punjab and lowest in Balochistan and KPK, although they have increased consistently across all provinces.

In the health sector, considerable progress has been made. The average life expectancy at birth has risen from 63.9 years in 2000 to 66.3 years in 2011. The infant mortality rate and the under-five mortality rate have come down from 87.6 to 69.3 per 1,000 live births and from 112.1 to 85.9 per 1,000 live births, respectively, from 2000 to 2012. The proportion of births attended by skilled health personnel almost doubled from 23 per cent in 2001 to 43 per cent in 2011. The percentage of children aged 12 to 23 months who have been fully immunized rose significantly from 53 per cent in 2001–02 to 80 per cent in 2011–12.

Progress has also been made on the front of

female reproductive health, with the proportion of women aged 15 to 49 years visiting health facilities for pre-natal consultations increasing from 35 per cent in 2001–02 to 68 per cent in 2011–12. The proportion of women who received a post-natal consultation also increased from a low of nine per cent in 2001–02 to 26 per cent in 2011–12. There has been little progress in improving the contraceptive prevalence rate (CPR)⁶ among women of child-bearing age. It rose from 27.6 per cent in 2001 to 32.1 per cent in 2003, but then started falling to reach 27 per cent in 2008. The share of the population aged 15 to 49 years who are HIV positive remained low during this period at 0.1 per cent.

The ensuing examination of various aspects of decent work captured through decent work indicators (DWIs) presented in the following chapters will present analysis at the national level, taking into account the gender and urban/rural disaggregation, as well as at the provincial level (with the same disaggregation), wherever data are available. The provincial-level analysis of DWIs will encompass the four main provinces of Pakistan: Punjab, Sindh, KPK and Balochistan. The data on statistical indicators presented in the following chapters pertains to Pakistan's fiscal year (July–June).

The Profile will provide important baseline information that can be used in the design and monitoring of the country's Decent Work Country Programme (DWCP) - II, and will also support advocacy efforts to mainstream decent work into Pakistan's national development policies. The compiled Decent Work indicators – which cover the whole spectrum of Decent Work – can serve as a reliable baseline at the stage of defining decent work targets, as well as an effective instrument to monitor and assess progress against these targets over time.

The preparation of this Decent Work Country Profile for Pakistan has followed a consultative

⁶ The CRR is defined as the proportion of women of reproductive age who are using (or whose partner is using) a contraceptive method at a given point in time.

process. In April 2013, the ILO held a consultative meeting with the concerned Pakistani constituents, where consensus was reached on the need for developing a DW Country Profile for Pakistan. It was agreed that the Ministry of Overseas Pakistanis and Human Resource Development (MoOP & HRD) would oversee the process of development of the DW Country Profile for Pakistan with the ILO-Islamabad Office and other constituents. In view of the 18th Constitutional Amendment in 2010, it was decided that the Country Profile for Pakistan would also include provincial level analysis. In September 2013, a team of consultants was engaged to start work on the preparation of this Profile and consensus on the list of additional indicators to be included was reached through a tripartite inception workshop in October 2013. Data collection and compilation along with provincial-level consultations were carried out from November 2013 to January 2014. The draft profile was completed in February and shared with ILO experts for review and comments. Comments received have been incorporated and the draft Profile is being shared with concerned stakeholders by circulation for validation to solicit comments and feedback, which will be incorporated in the final version.

Summary assessment

Pakistan has made significant progress in raising per capita income in the first eight years of the new millennium, with the rise tapering off somewhat in more recent years. The incidence of poverty has declined consistently during the last 13 years, while inequality initially rose in the first

seven years, but subsequently fell. Employment is concentrated in the agricultural and services sectors, with the majority of women employed in the agricultural sector. The share of employment in agriculture rose by 2.4 percentage points between 2001 and 2013, matched by a corresponding decline in the share of employment in the service sector. Labour productivity increased steadily up to 2008 but since then has been on a declining path, driven by falling productivity in the agricultural sector.

In the education sector, some progress has been made with respect to reducing the number share of children aged 5 to 17 years who do not attend school, with the gender gap narrowing due to a higher decline in girls' non-enrolment. However, considerable variations continue to exist across the provinces, with 45 per cent of children not attending school in Balochistan and XX per cent not attending in Punjab. Adult literacy improved by 10 percentage points over the period under review, reaching 56.2 per cent in 2013, but the gender gap continues to remain high. Pakistan remains far from attaining universal primary education.

In the health sector, progress has been made in the areas of: average life expectancy at birth; the infant mortality rate and, as well as the under-five mortality rate; the proportion of births attended by skilled health personnel; and the percentage of children aged 12 to 23 months who have been fully immunized. Progress has also been made on the front of female reproductive health, with an increase in the proportion of women aged 15 to 49 years who visit health facilities for pre-natal and post-natal consultations.

Table 1: Economic and social context for decent work

Decent Work Indicator	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Percentage of population aged 15-49 years living with HIV ¹	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Labour productivity: employed 15+ in Rs. (1999-2000 prices) ²		99 235		106 402		110 118	115 048	115 991	113 578	114 263	113 175	
Agriculture		58 373		58 208		59 445	59 990	57 881	57 234	56 107	55 084	
Industry		176 865		196 043		201 641	219 044	224 194	214 314	218 655	204 677	
Services		114 768		123 865		128 572	134 832	140 081	138 741	139 900	142 360	
Income inequality (P90/ P10 percentile ratio) ³		6.4			6.5	7.1		6.0				
Inflation rate (%) ⁴	4.41	3.54	3.1	4.57	9.28	7.92	7.77	12	20.77	11.73	13.92	
Real GDP per capita PPP ⁵												
Constant 2005 US\$	1,852	1,875	1,931	2,037	2,154	2,245	2,329	2,323	2,363	2,403	2,432	2,491
Growth rate (%)	-0.12	1.27	2.97	5.48	5.75	4.24	3.73	-0.28	1.72	1.72	1.19	2.44
GDP growth rate (%) ⁶	2	3.1	4.7	7.5	9	5.8	6.8	3.7	1.7	3.1	3	3.7
Agriculture	-2.2	0.1	4.1	2.4	6.5	6.3	4.1	1.0	4.0	0.6	2.4	3.1
Industry	4.1	2.7	4.2	16.3	12.1	4.1	8.8	1.4	-0.1	6.1	0.7	3.4
Services	3.1	4.8	5.2	5.8	8.5	6.5	7.0	6.0	1.7	2.6	4.4	4.0
Percentage of population living below national poverty line ⁷		34.4			23.9	22.3		17.2			12.4	
Urban		22.6			14.9	13.1		10.1			7.9	
Rural		39.2			28.1	27		20.6			15.5	
Poverty headcount ratio at \$1.25 a day (PPP) (% of population) ⁸		35.87			22.59	22.58		21.04				

Sources:

^{1,3,5,8,9} WB, WDI.² PBS, LFS.^{4,6} GOP, PES.⁷ GOP, Planning Commission

Table 1 (a): Economic and social context for decent work

Decent Work Indicator	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013
Children aged 5-17 years not in school (%)¹	43.32	41.36	40.75	36.58	35.05	33.96	33.04	31.87	31.05
Male	36.29	34.70	34.82	30.74	29.45	28.20	27.35	26.02	25.57
Female	51.16	48.62	47.24	43.12	41.41	40.52	39.45	38.43	37.20
Urban	29.07	27.00	27.50	25.32	22.47	21.39	21.21	20.51	18.97
Rural	49.97	48.05	46.91	41.71	40.90	39.68	38.41	36.96	36.59
Punjab	40.32	37.47	36.71	33.56	31.87	30.33	29.44	28.38	27.10
Sindh	44.70	46.04	45.99	41.92	41.16	40.58	40.27	38.55	36.33
Khyber Pakhtunkhwa	47.83	42.52	41.55	36.67	34.29	33.34	31.76	30.17	30.29
Balochistan	56.24	56.75	54.63	41.20	40.12	39.89	38.34	38.48	44.81
Adult literacy rate 15+²	46.53	48.65	49.75	51.29	52.73	53.96	53.95	54.41	56.18
Male	59.91	61.71	62.85	64.68	65.94	67.19	66.87	67.27	68.56
Female	32.35	35.26	36.27	37.59	39.17	40.25	40.51	41.30	43.46
Urban	64.95	67.43	67.52	68.76	69.80	71.15	70.69	71.12	72.95
Rural	36.66	37.97	39.71	41.51	43.16	44.16	44.47	44.91	46.65
Punjab	48.64	50.36	52.03	52.63	54.48	55.63	56.05	55.99	57.97
Sindh	51.16	52.66	53.09	54.90	54.94	56.78	55.50	56.96	58.18
Khyber Pakhtunkhwa	35.34	39.51	39.53	43.72	44.32	44.39	45.07	47.14	49.12
Balochistan	26.90	30.33	32.38	36.74	42.91	45.20	43.44	40.47	43.57

¹The detailed breakup by gender and region for each province is presented in Annex Table1.

²The detailed breakup by gender and region for each province is presented in Annex Table1.

Sources: PBS, LFS

Table 1(b): Economic and social context for decent work

Decent Work Indicator	2001 - 2002	2003 - 2004	2005 - 2006	2006 - 2007	2007 - 2008	2008 - 2009	2009 - 2010	2010 - 2011	2012 - 2013
Employment by branch of economic activity 15+ (%)¹									
Agriculture	41.05	41.84	41.62	42.00	42.77	43.31	43.39	43.49	42.24
Male	37.19	36.96	35.57	34.99	35.17	35.72	35.17	34.90	33.10
Female	64.47	66.64	67.67	71.40	73.84	72.73	73.93	74.24	74.94
Urban	5.12	5.77	6.10	6.09	5.91	5.83	5.73	6.11	5.93
Rural	58.01	59.00	58.26	58.41	59.18	60.23	60.17	59.97	58.54
Punjab	41.93	44.31	42.95	44.16	42.32	43.40	44.31	44.33	43.45
Sindh	36.18	36.06	35.28	36.84	42.88	42.82	41.65	43.13	40.72
KPK	43.17	39.36	41.77	37.03	42.39	41.73	39.49	36.52	35.88
Balochistan	49.33	44.22	56.62	51.71	49.50	49.27	50.84	53.00	50.36
Industry	13.88	13.86	14.12	13.83	13.33	13.41	13.61	14.08	14.47
Male	13.79	13.72	14.00	14.27	13.69	13.72	14.24	14.86	15.45
Female	14.40	14.62	14.64	12.00	11.87	12.20	11.27	11.28	10.94
Urban	24.97	23.83	24.64	23.34	23.81	23.92	23.92	25.20	26.19
Rural	8.64	9.12	9.19	9.49	8.67	8.67	9.02	9.18	9.20
Punjab	15.58	14.94	15.51	15.43	15.19	15.25	14.75	15.66	15.72
Sindh	13.88	15.08	15.47	14.46	12.88	13.13	13.86	13.26	15.22
KPK	7.85	8.25	8.46	7.70	8.41	7.96	9.94	10.75	9.13
Balochistan	3.87	5.31	2.11	3.22	3.16	4.04	5.10	4.60	6.51
Services	45.07	44.30	44.26	44.16	43.90	43.28	43.00	42.43	43.30
Male	49.02	49.32	50.42	50.74	51.14	50.55	50.59	50.24	51.45
Female	21.13	18.75	17.69	16.59	14.29	15.07	14.80	14.49	14.12
Urban	69.91	70.40	69.26	70.56	70.27	70.25	70.35	68.70	67.87
Rural	33.35	31.88	32.54	32.10	32.16	31.11	30.81	30.85	32.26
Punjab	42.49	40.75	41.53	40.40	42.49	41.35	40.95	40.01	40.83
Sindh	49.94	48.86	49.24	48.70	44.24	44.05	44.50	43.61	44.05

¹The detailed breakup by gender and region for each province is presented in Annex Table1.

Sources: PBS, LFS

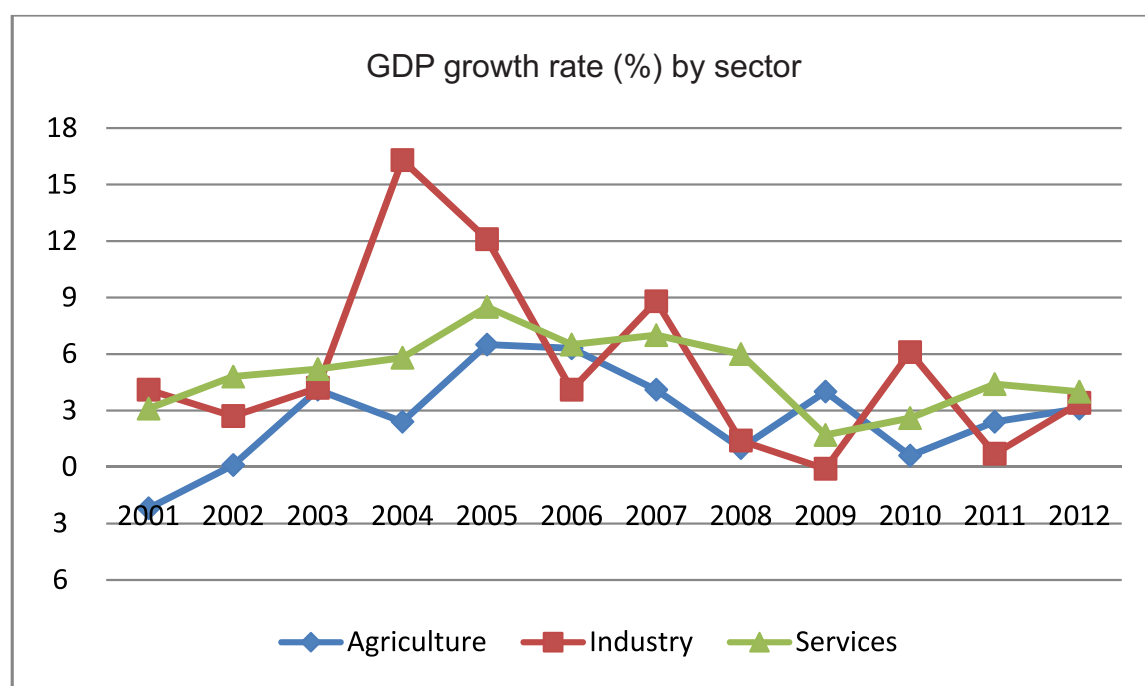
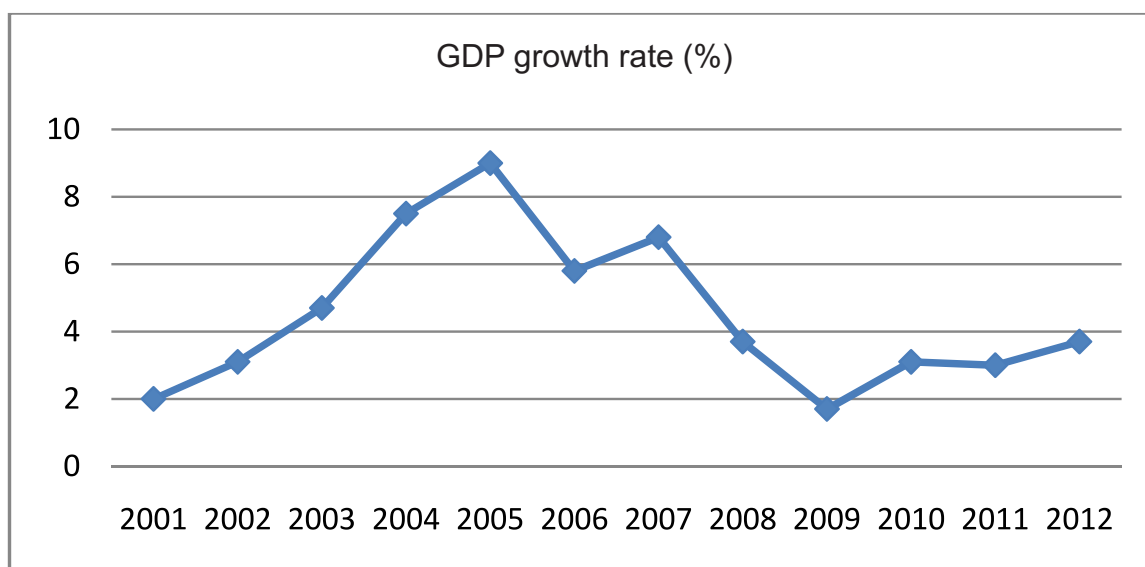
Table 1(c): Economic and social context for decent work

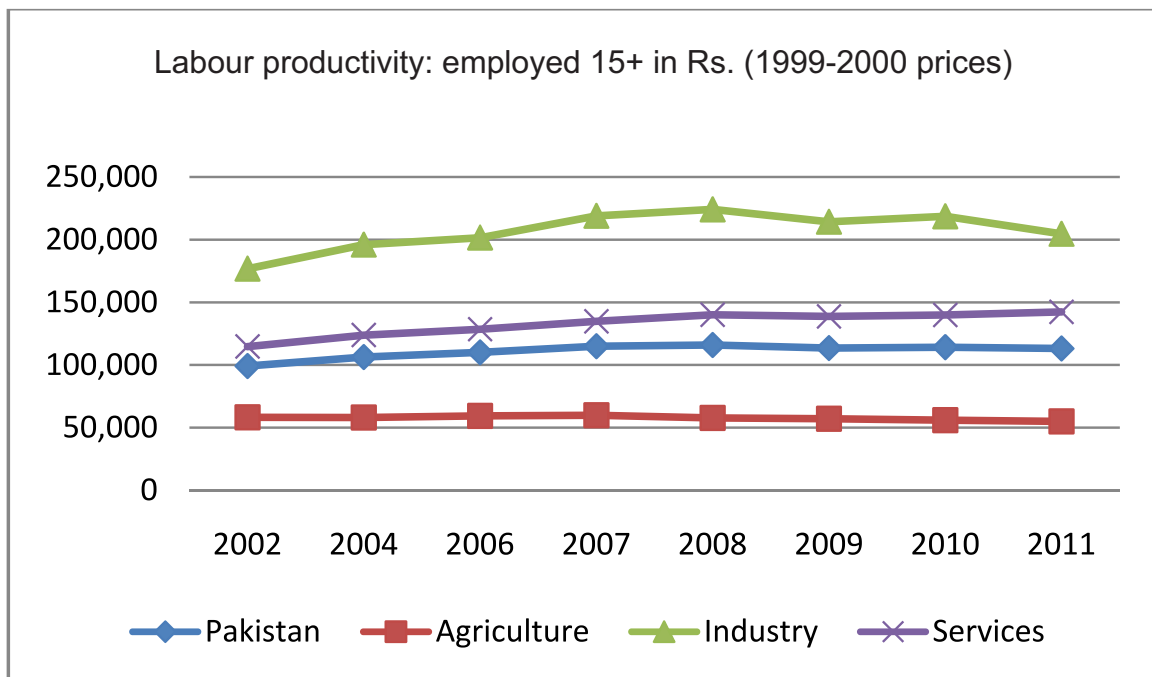
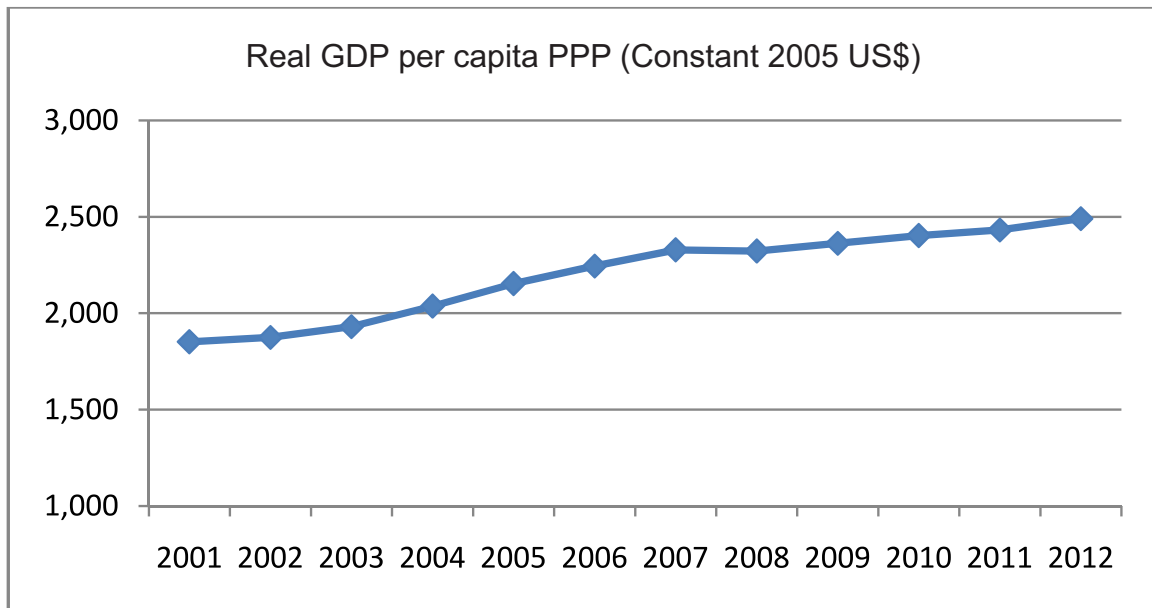
Decent Work Indicator	2001 - 2002	2003 - 2004	2005 - 2006	2006 - 2007	2007 - 2008	2008 - 2009	2009 - 2010	2010 - 2011	2012 - 2013
Share of women in total employment 15+ (%) ¹									
Agriculture	22.26	26.18	30.63	32.74	33.92	34.42	36.14	37.30	38.73
Urban	18.17	22.93	21.77	27.85	23.65	26.62	26.42	31.67	44.83
Rural	22.43	26.33	31.07	32.98	34.38	34.76	36.55	37.56	38.45
Punjab	30.15	34.04	38.49	40.34	38.02	37.72	41.98	43.39	44.90
Sindh	8.15	8.61	15.22	18.44	27.25	28.43	26.41	27.62	29.13
KPK	10.43	17.49	21.34	19.62	35.19	37.69	32.08	34.94	37.20
Balochistan	5.54	10.22	17.98	20.12	15.09	15.98	16.46	13.08	12.42
Industry	14.71	17.33	19.54	16.71	17.49	18.64	17.56	17.51	16.52
Urban	12.04	13.26	15.69	11.96	11.96	13.54	12.55	12.21	11.99
Rural	18.34	22.39	24.37	22.05	24.25	25.00	23.49	23.91	22.30
Punjab	18.26	21.87	24.20	21.25	22.09	23.32	21.72	21.01	18.81
Sindh	4.97	6.74	8.62	6.82	5.99	6.22	6.01	5.84	9.41
KPK	9.38	10.28	17.03	7.39	14.16	17.90	20.54	21.67	15.63
Balochistan	20.65	25.95	6.07	6.78	1.45	9.51	11.53	16.24	38.28
Services	6.64	6.96	7.53	7.24	6.40	7.14	7.30	7.46	7.12
Urban	8.25	8.09	8.70	8.20	6.79	8.54	8.53	8.95	8.35
Rural	5.06	5.77	6.37	6.27	6.01	5.70	6.04	6.01	5.95
Punjab	8.17	8.25	9.36	9.09	8.09	8.59	9.11	9.12	9.03
Sindh	4.77	5.26	5.27	5.06	3.77	5.74	5.03	6.01	4.83
KPK	4.67	6.25	5.65	5.32	5.12	5.07	5.27	5.01	5.11
Balochistan	2.19	2.63	2.61	2.57	2.85	2.78	2.24	1.57	1.97

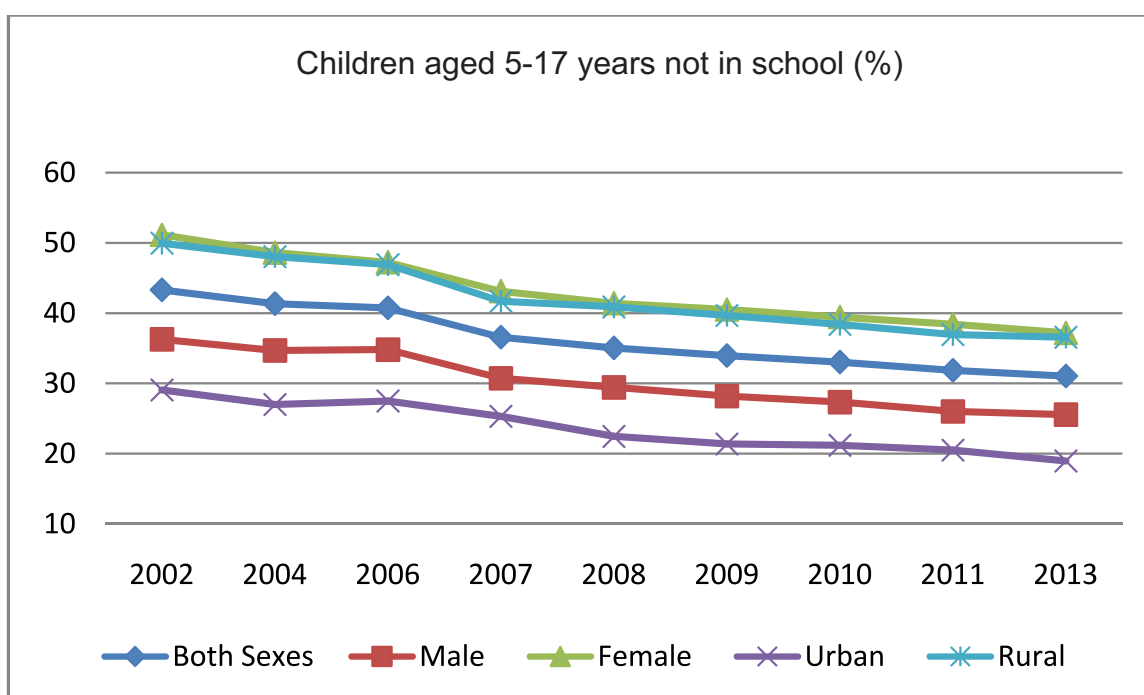
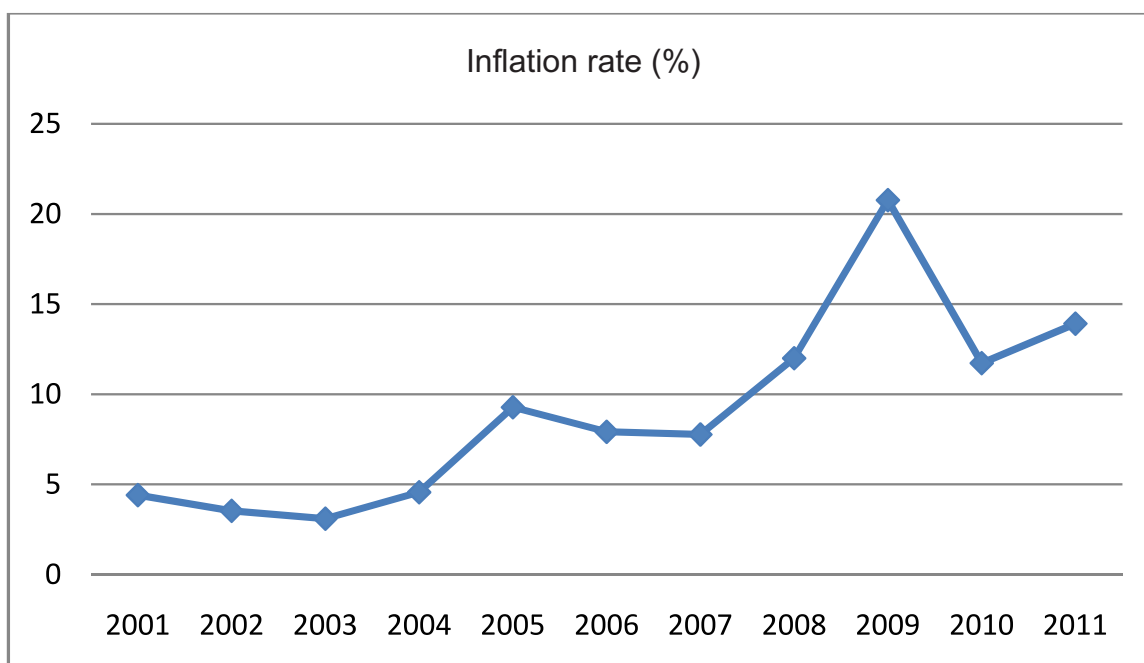
¹The detailed breakup by gender and region for each province is presented in Annex Table1.

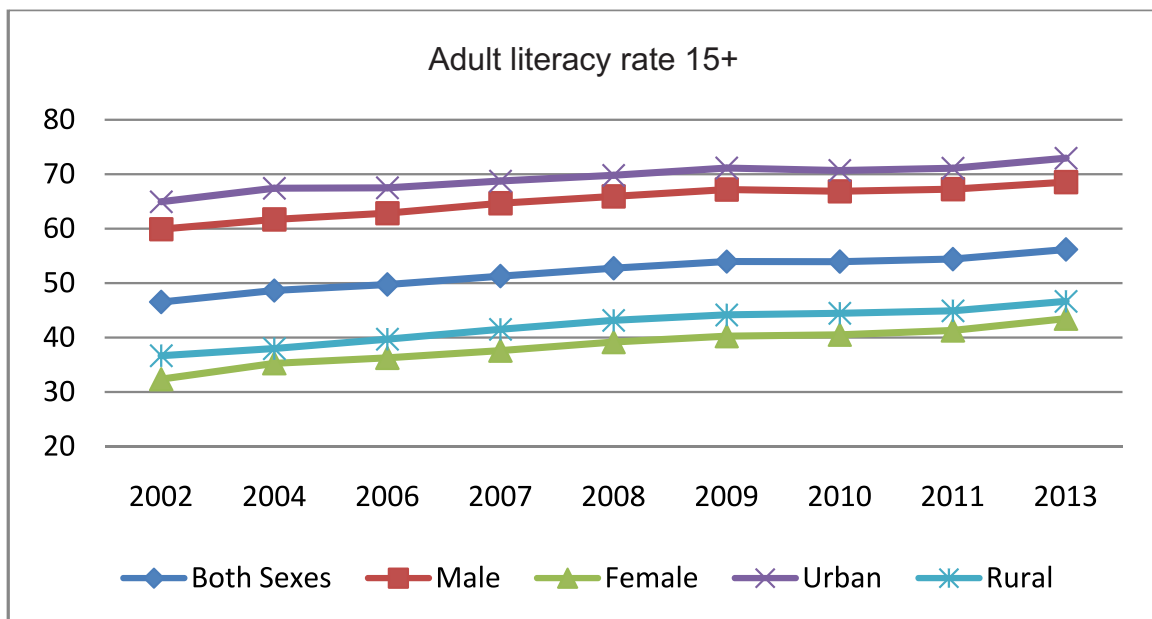
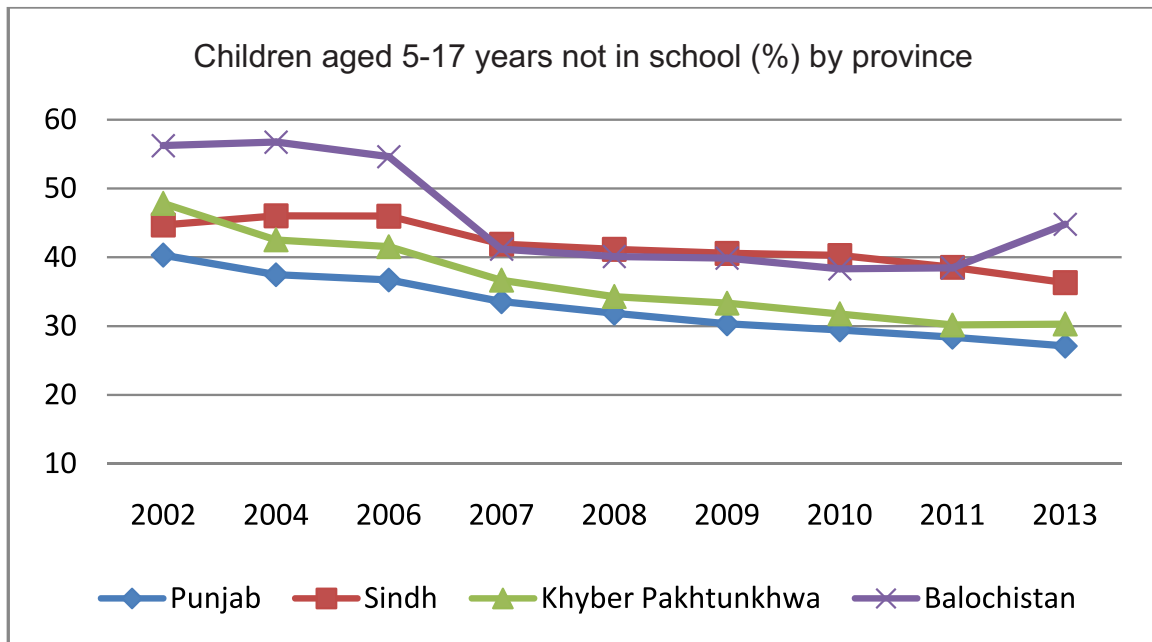
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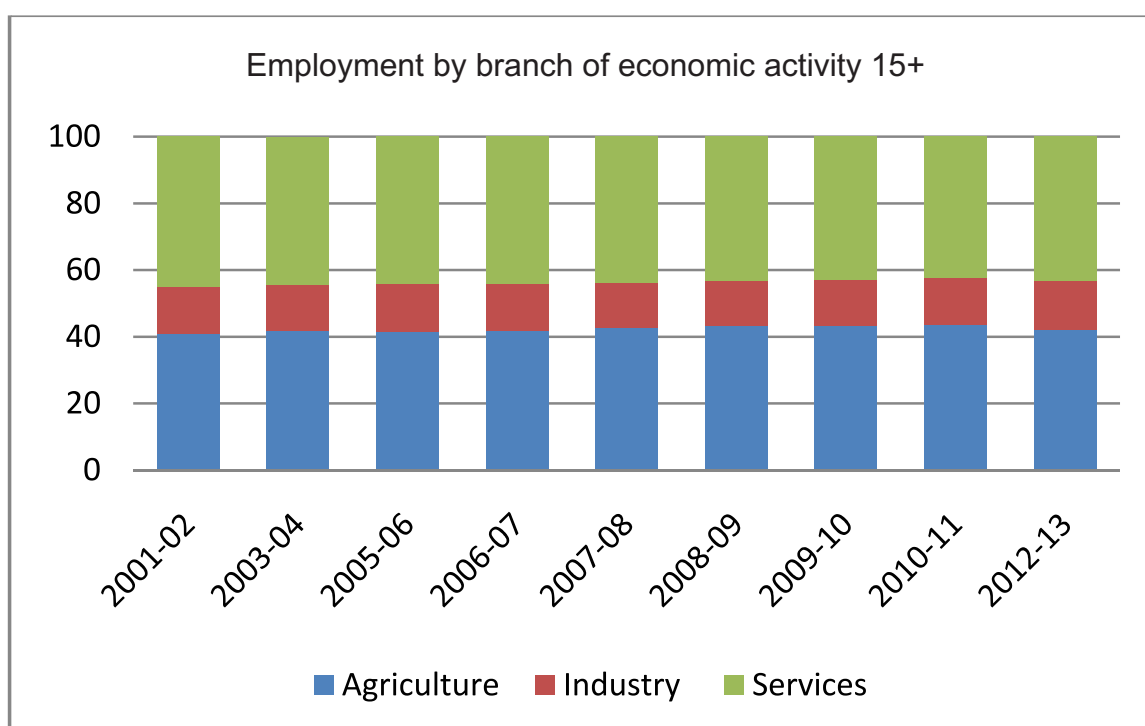
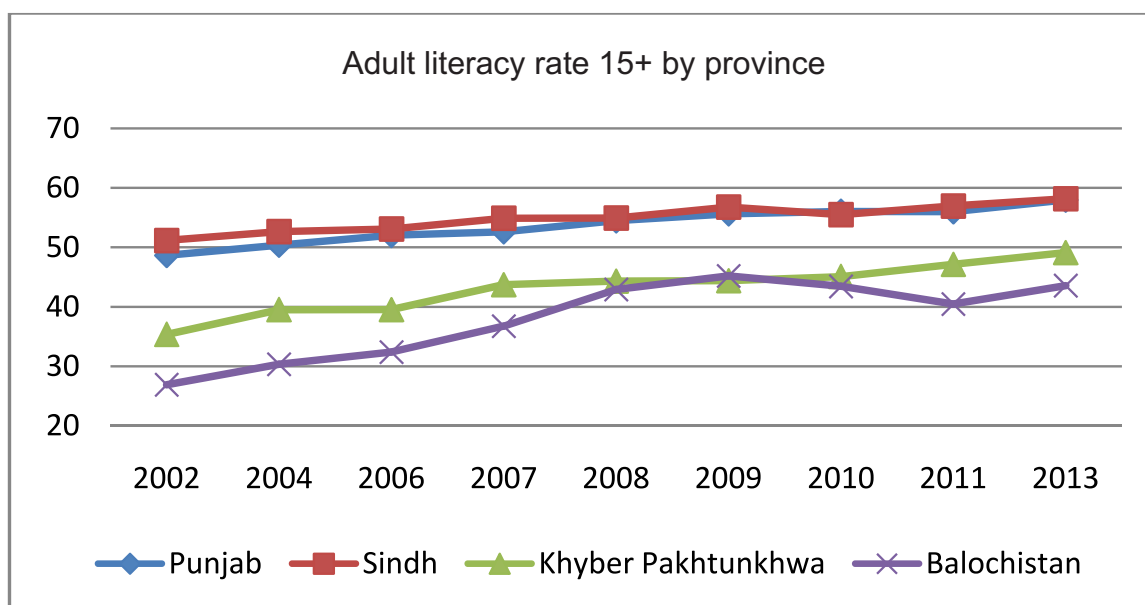
1. Economic and social context for decent work - Graphs

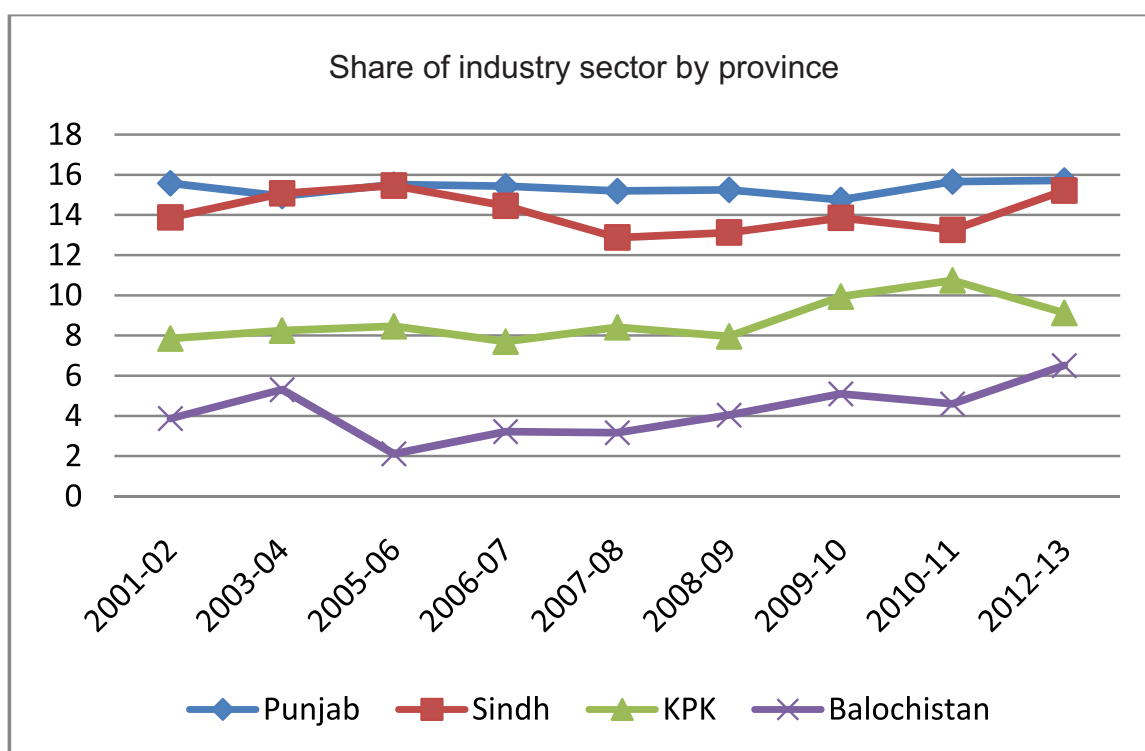
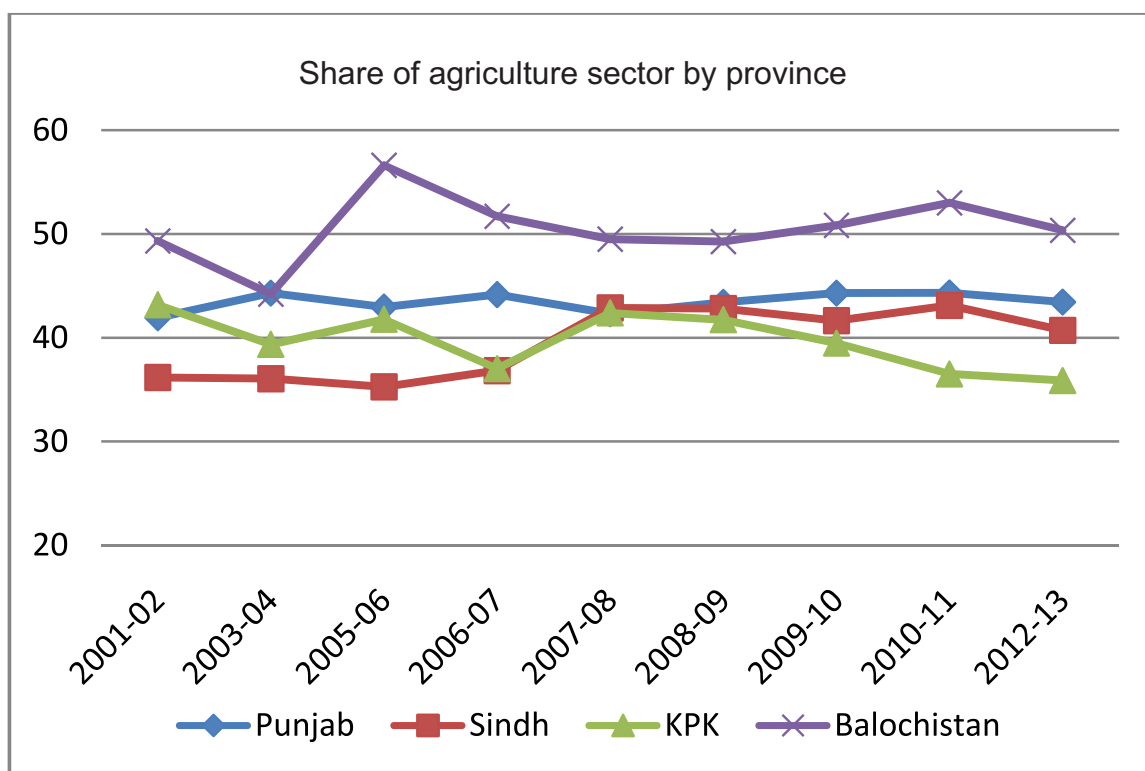


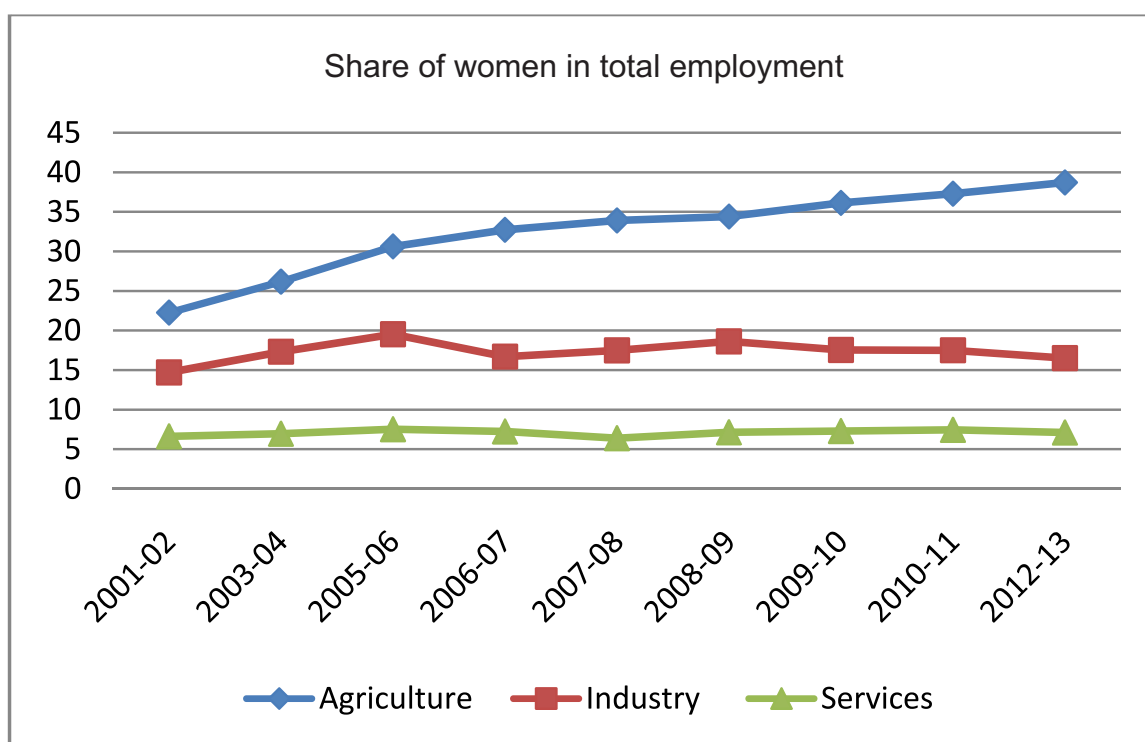
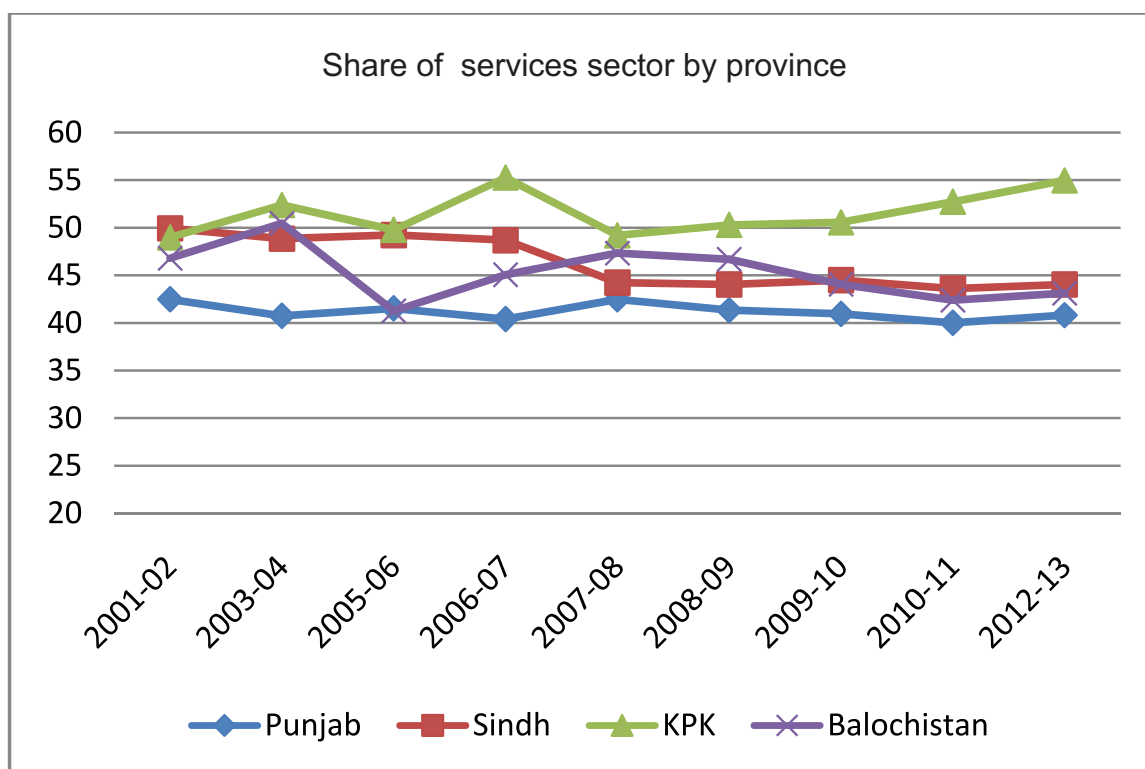


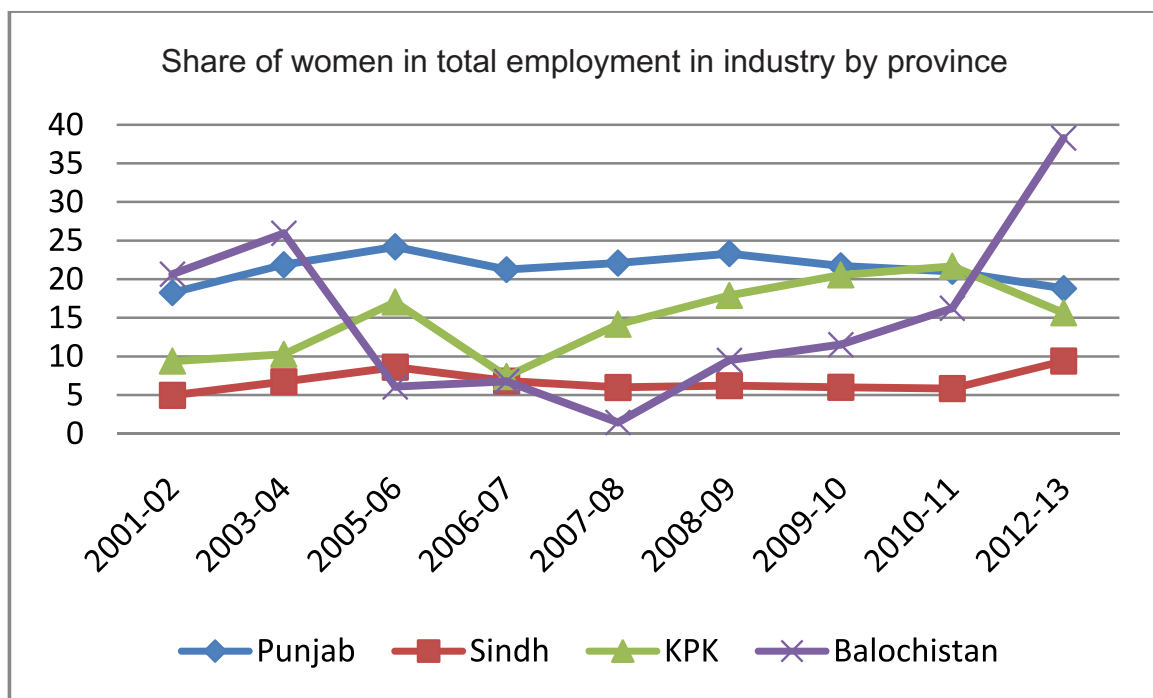
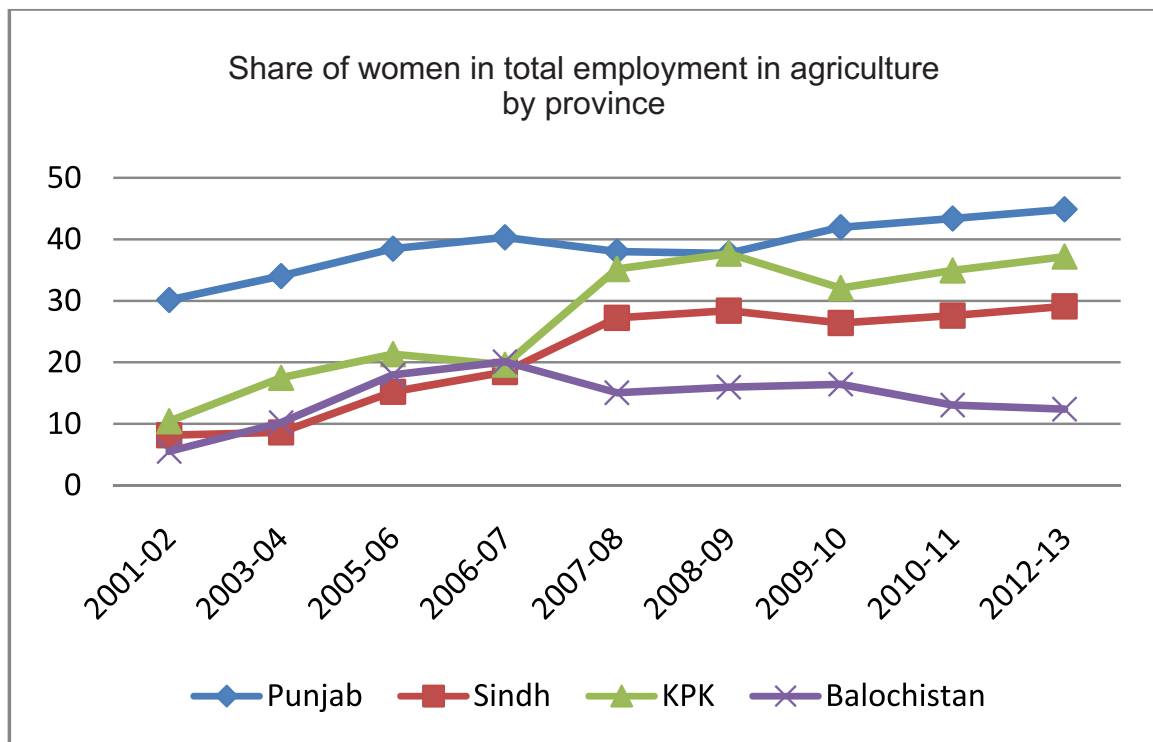


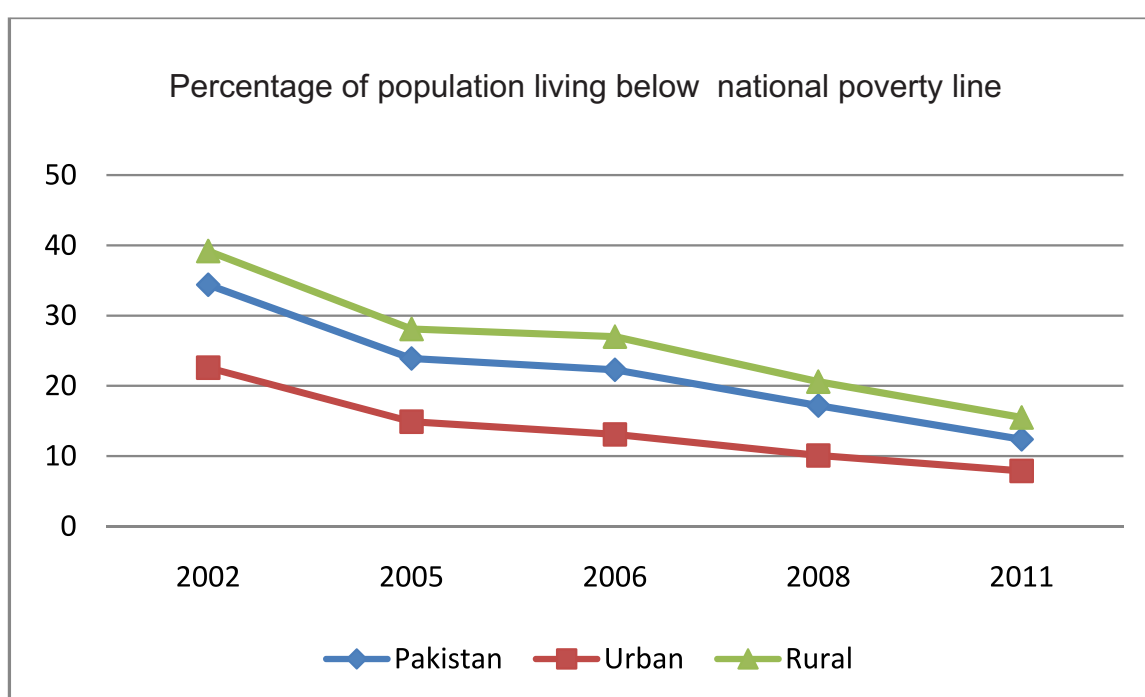
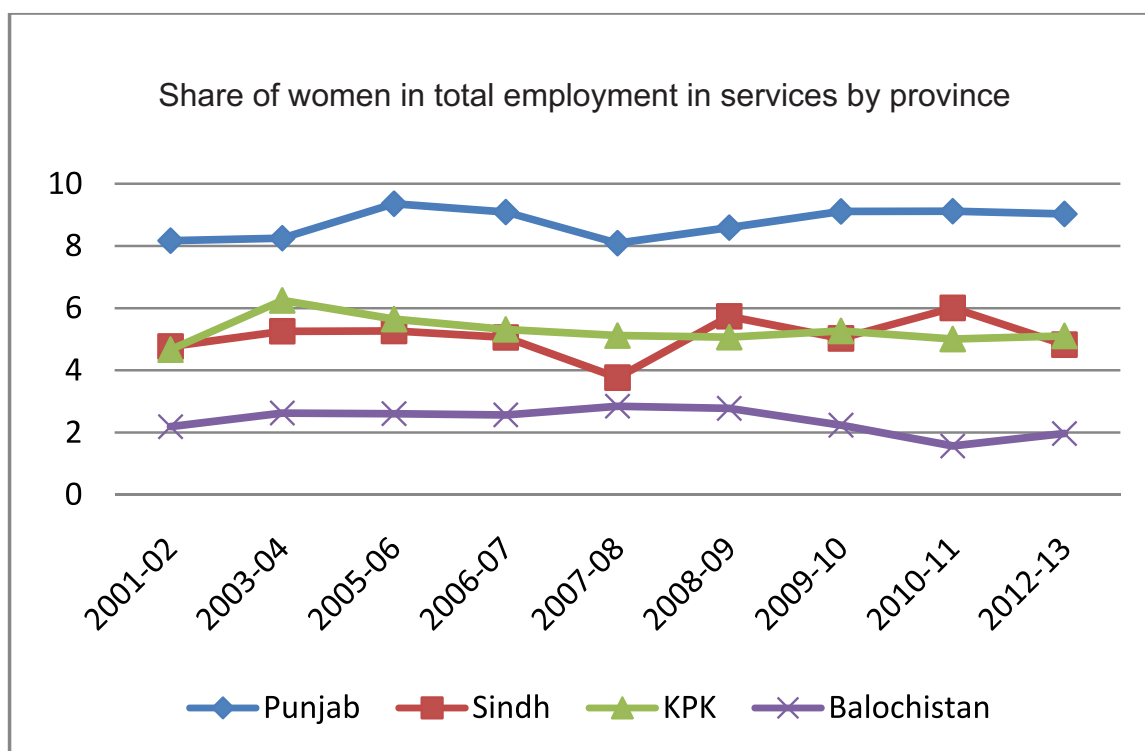


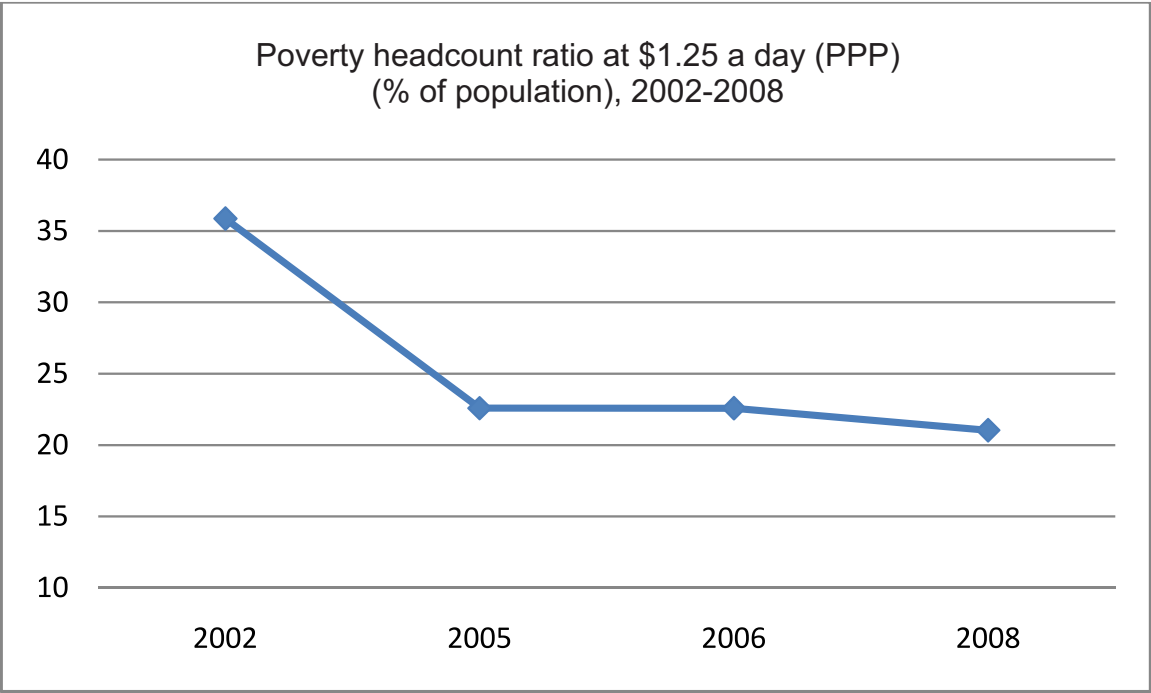












2 Employment opportunities

Generating productive employment opportunities is a key ingredient for achieving decent work. Accordingly, the recent policy documents and planning framework of the Government of Pakistan consider reflect on job creation as one of the important priority areas.

In Pakistan, the employment-to-population ratio (EPR), which shows the share of working-age population that is employed, rose steadily from 47.8 per cent in 2001–02 to 52.9 per cent in 2009–10, but then was on a declined slightly, declining trend to reaching 51.3 percent in 2012–13. This indicates an improvement in the economy's ability to generate employment over the past decade, with a higher EPR, as well as evidence of a more robust growth in the rural sector of the economy. In terms of the provincial disaggregation, it can be seen that the EPR has been the highest in the province of Punjab, followed by Sindh and has been the lowest in KPK, where only 41.8 per cent of the working-age population was actually employed in 2012–13 (Table 2).

The gender analysis of the EPR shows large disparities between men and women in terms of employment. The EPR for males was at 80.2 per cent in 2001–02, and stood at a similar level in 2012–13 (79.5 per cent). On the other hand, the EPR for females was abysmally low at 14 per cent in 2001–02; , which, however, this subsequently rose to close to 23 per cent in 2012–13. The gap between male and female thus narrowed from 66.2 to 56.7 percentage points over the period under review. The male–female gap in terms of EPR is most stark in the province of Balochistan, followed by Sindh and KPK, although it narrowed in all four provinces during the period concerned, 2001–2013 (Table 2).

The supply of labour, as shown by the labour force participation rate (LFPR) of 15 to 64 year

olds, increased from 51.6 per cent in 2001–02 to 54.6 per cent in 2012–13. The LFPR was higher in the rural areas of the country over the period under review, and the urban–rural gap widened at the same time, due to an increase in rural LFPR; this it went uprose from 5.1 percentage points in 2001–02 to 11 percentage points in 2012–13. The analysis of LFPR by gender shows a large gap between the labour supply of men and women, with close to 84 per cent of the male working-age population being part of the labour force in 2012–13, compared to just 25 per cent of their female counterparts. This huge male–female gap narrowed, however, over the period under review, as female participation rates increased considerably, while the male LFPR declined slightly. The large gender gap in participation can mainly be explained by the prevailing cultural norms and constraints that women face in Pakistan, which severely restricts their socio-economic mobility (World Bank 2005).

A province-wise analysis shows that participation rates were highest in the province of Punjab, followed by Sindh, and lowest in the provinces of KPK and Balochistan. Overall, the LFPR increased in all provinces during the period 2001–2013, although in KPK participation declined somewhat after 2008–09 (Table 2). The gender gap in LFPR was the highest in Balochistan, where only 7.1 per cent of the women in the working age bracket (15–64) were part of the provincial labour force in 2001–02, compared to 86.2 per cent of men. The highest growth in female participation was observed in Sindh province, where the female LFPR increased by 2.6 times, from 7.3 per cent in 2001–02 to 18.6 per cent in 2012–13.

The rate of unemployment fell persistently between 2001–02 and 2007–08, bottoming out at 5 per cent in 2007–08, but started rising slowly

afterwards. Female unemployment remained much higher than male unemployment but declined at a faster rate during this period, implying a narrowing of the gender gap. Unemployment was found to be higher in urban areas, as well as in the province of KPK. In terms of the distribution of unemployed by level of education⁷, it is seen that the highest share of unemployed in 2012–13 received less than one year of formal education (29.8 per cent), followed by individuals with education up to matric but

below intermediate level and those with primary but below middle level. Another 12.7 per cent of the unemployed in 2012–13 were degree holders. The analysis by gender reveals that a high share of unemployed women (41.7 per cent) received less than one year of education, while 16 per cent were degree holders. The regional breakdown shows that 37.6 per cent of rural unemployed received education of less than one year, followed by individuals with education up to matric but below intermediate (16.2 per cent).

Legal Framework Indicator 2: Government commitment to full employment

Law, policy and institutions: The Constitution of the Islamic Republic of Pakistan provides certain fundamental rights regarding employment/occupations. Article 18 prescribes the right of its citizens to enter upon any lawful profession or occupation and to conduct any lawful trade or business. Article 25 lays down the right to equality before the law and prohibits discrimination on the grounds of sex alone. Article 37(e) makes provision for securing just and humane conditions of work, ensuring that children and women are not employed in vocations unsuited to their age or sex, and for maternity benefits for women in employment.

The Government of Pakistan has accordingly committed itself to reducing the rate of unemployment (including under-employment).

Evidence of implementation: No information has been made available to the ILO's supervisory bodies.

Ratification of ILO Conventions: Pakistan has not ratified the Employment Policy Convention, 1964 (No. 122).

Sources: Ministry of Overseas Pakistanis and Human Resource Development.

Youth is an important labour market segment in any country and has an added significance in the case of Pakistan as the country is undergoing a demographic transition, whereby the share of the working-age population who are 15 to 29 years old (especially the youth) is increasing relative to the other age groups. Generating productive employment for the rising pool of entrants to the youth labour market is therefore imperative if the country is to maximize gains from this transition. The youth-unemployment rate in Pakistan fell significantly from a high of 13.4 per cent in 2001–02 to a low of bottom out at 7.5 per cent in

2006–07, but then began to start rising again, reaching 10.5 per cent in 2012–13. The female youth-unemployment rate was higher than that of their male counterparts during over in the period under review, although the gender gap narrowed substantially due to the higher fall in female unemployment. Youth unemployment has been higher in the urban sector, with the urban–rural unemployment gap doubling over the last decade, from nearly four percentage points in 2001–02 to eight percentage points in 2010–11.

⁷ This analysis excludes the unemployed without any formal education.

Legal Framework Indicator 3: Unemployment insurance

Law, policy and institutions: Pakistan has no unemployment insurance system.

Qualifying conditions: N/A

Benefits (level and duration): N/A

Evidence of implementation: No information has been made available to the ILO's supervisory bodies.

Coverage of workers in law: No available information.

Coverage of workers in practice: No available information.

Ratification of ILO Conventions: Pakistan ratified the Equality of Treatment (Social Security) Convention, 1962 (No. 118) on 27 March 1969, accepting Branches c) and g) of the Convention, but has not ratified the Social Security (Minimum Standards) Convention, 1952 (No. 102).

Sources: Ministry of Overseas Pakistanis and Human Resource Development.

The provincial disaggregation reveals that the youth unemployment rate remained the lowest in Sindh and the highest in KPK during the period under review, with youth unemployment decreasing in all four provinces. The most rapid decline in youth unemployment was observed in Balochistan, where it fell from 18.2 per cent in 2001–02 to 3.3 per cent in 2008–09.

The indicator, 'youth not in education, not in employment or training (NEET)', gives a measure of the youth who are outside the educational system and not in employment, and thus serves as a broader measure of potential youth labour-market entrants than does youth unemployment. A high NEET rate in comparison to the youth unemployment rate may indicate that a large number of youths are discouraged workers, and/or that they do not have access to education or training.

The proportion of youth who are neither in education nor in employment was quite high during the period under review, although it declined over time, from 40.7 per cent in 2001–02 to 31 per cent in 2012–13. This implies that employment, as well as education opportunities for youth, improved during this period. However, a large gender gap exists, despite narrowing over time from 61.2 percentage points in 2001–02 to 47.4 percentage points in 2012–13, with the majority of female youth (55.5 per cent) being neither in education nor in employment in

2012–13. The NEET rate has been higher in the rural sector of the economy, but declined in both the urban and rural areas, with the fall in rural areas being more pronounced, resulting in a narrowing of the urban–rural gap during the period 2001–2013. In terms of provincial disaggregation, the NEET rate was the lowest in Punjab (24.4 per cent) and highest in KPK (40 per cent), with the fall in the NEET rate being the highest in Balochistan during the period under review (Table 2 (b)).

Pakistan has not been very successful in creating employment opportunities in the formal sector of the economy despite having enjoyed a high growth spurt between 2002 and 2008. The share of employment in the informal sector started off high and grew over the period under review. In the non-agricultural sector, the share of informal employment rose from 63.8 per cent in 2001–02 to 73.3 per cent by 2012–13. The share of men in informal employment was slightly higher compared to that of women their female counterparts, during the period under review. In terms of the provincial breakdown, the share of informal-sector employment was highest in the province of Punjab (at 76.5 per cent), while it was lowest in Balochistan (65.3 per cent), with the share of informal employment increasing in all provinces except Sindh during the period 2001–2013 (Table 2 (c)).

The rising share of low-productivity informal

employment was further corroborated by the declining share of paid employees and the rising share of unpaid family workers among the employed during the 12 years under review. The share of paid employment fell persistently from 40.4 per cent in 2001–02 to 36.5 per cent in 2009–10 but then began started to rise slightly, reaching 39.7 per cent in 2012–13. The proportion of unpaid family workers increased during the period 2001–2013 from 18.8 per cent to 24.2 per cent, peaking at 27.2 per cent in 2008–09. The self-employed also made up a major share of the employed; in 2012–13 they accounted for nearly 35 per cent of total employment, although their share decreased from around 40 per cent in 2001–02. The provincial analysis shows that the share of paid employment was the highest in Sindh and KPK, at 42.3 per cent and 40.4 per cent, respectively, and lowest in Balochistan at 29 per cent in 2012–13. The highest share of self-employed and unpaid family helpers in provincial employment was in Balochistan at 42.1 per cent and 28.4 per cent, respectively, in 2012–13.

Formal employment opportunities in the non-agricultural sector can also be measured with the share of wage employment in the non-agricultural sector. In the case of Pakistan, the share of employment in the non-agricultural sector remained in the range of 58 to 60 per cent during the entire period under review. This share was higher for women than for compared to men but declined over time for women. Surprisingly, the share of wage employment in the non-agricultural sector remained slightly higher in the rural areas of the country during the period 2001–2013. The provincial disaggregation shows that this share was relatively higher in Sindh and KPK during this period (Table 2 (i)).

Summary assessment

During the period 2001–2013, the EPR rose from 47.8 per cent to 51.3 per cent, indicating some progress in the economy's ability to generate employment, with the EPR being highest in the province of Punjab and lowest in KPK. However, wide large gender disparities persisted, with the EPR of women being low at just 22.8 per cent, compared to 79.5 per cent for men. The

unemployment rate came down during the period under review, with the decrease being higher for women than for as compared to men. The supply of labour increased in the country during 2001–2013, with the LFPR increasing from 51.6 per cent to 54.6 per cent. However, women's labour force participation was just 30 per cent of that of men, although the gender gap narrowed from 68.8 percentage points in 2001–02 to 58.8 percentage points in 2012–13. Participation rates were highest in the province of Punjab, followed by Sindh, and lowest in the provinces of KPK and Balochistan.

Employment in the informal sector of the economy increased persistently; close to three-fourths of the non-agricultural employment was found in the informal sector in 2012–13, with a higher share of men being engaged in informal-sector employment, compared to women. Employment opportunities for youth improved somewhat during the 12 years under review; the youth unemployment rate went down significantly from a high of 13.4 per cent in 2001–02 to a low of bottom out at 7.5 per cent in 2006–07, but started rising afterwards, reaching 10.5 per cent in 2012–13. The proportion of youth who are neither in education nor in employment declined over time, although it was still quite high at 31 per cent in 2012–13 (see Table 2(b)).

With the share of the working-age population set to rise in over the coming years, especially in the youth segment, Pakistan needs to make the creation of productive employment opportunities the centre-piece of its development framework. Areas of special focus should include the promotion of micro, small and medium enterprise sectors and the strengthening of the agriculture value chain, as well as skills-development aimed at boosting the productivity levels of the workforce. The Government also needs to put in place an unemployment insurance mechanism to protect workers in the most vulnerable forms of employment from economic shocks and stresses. The Provincial Labour Departments should create and implement need to put in place well-developed Labour Market Information Systems (LMIS) in order to generate get periodic and comprehensive diagnostics of the labour market, for more evidence-based policy making.

Table 2: Employment opportunities

Decent Work Indicators ¹	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013
M – Employment-to-population ratio, 15-64 years (percentage)									
Pakistan	47.76	48.27	51.10	51.16	51.14	51.70	52.18	51.89	51.34
Male	80.23	80.25	82.27	82.23	81.51	81.18	80.98	80.64	79.54
Female	14.05	16.20	19.64	20.00	20.46	21.66	22.71	23.01	22.80
Urban	44.02	43.09	45.19	44.79	43.82	44.39	44.48	43.78	43.93
Rural	49.79	51.27	54.50	54.78	55.31	55.90	56.62	56.56	55.61
Punjab	50.80	51.92	54.35	54.48	52.47	52.94	54.35	54.38	53.65
Male	81.29	81.45	82.73	82.56	81.52	80.99	80.62	81.06	80.03
Female	19.88	22.93	26.56	27.14	24.15	25.16	28.25	28.53	28.07
Urban	45.77	44.63	46.46	45.86	44.44	45.12	45.17	45.27	44.70
Rural	53.28	55.69	58.50	58.97	56.67	57.08	59.31	59.21	58.47
Sindh	45.98	45.29	48.66	49.28	51.94	52.72	51.94	51.20	51.41
Male	81.32	80.54	83.02	84.07	83.70	83.36	83.83	81.65	81.20
Female	5.95	6.44	9.77	10.75	15.80	17.71	15.68	16.78	17.15
Urban	42.86	42.29	44.41	44.23	43.67	44.14	44.36	42.37	43.85
Rural	49.59	48.82	53.49	54.98	61.17	62.39	60.00	60.82	59.49
Khyber Pakhtunkhwa	38.39	39.11	41.50	40.40	44.31	44.60	43.36	43.23	41.78
Male	72.91	74.07	76.92	75.80	76.28	76.22	75.11	75.14	72.31
Female	5.71	8.29	10.41	8.37	15.84	16.78	14.53	14.68	14.24
Urban	37.71	37.20	39.49	39.66	40.03	39.65	39.11	39.20	38.72
Rural	38.53	39.52	41.92	40.55	45.26	45.72	44.33	44.15	42.49
Balochistan	45.93	45.12	52.58	52.02	50.02	51.22	51.62	50.12	50.48
Male	81.44	80.04	86.32	85.45	83.05	84.47	85.07	84.89	83.90
Female	4.57	6.91	13.11	13.30	9.88	10.87	11.34	9.11	10.66
Urban	39.19	38.34	44.15	43.29	42.82	44.72	45.18	44.24	42.99
Rural	47.63	47.38	55.35	54.83	52.40	53.43	53.67	52.12	53.14

Source: PBS, LFS

Table 2 (a): Employment opportunities

Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013
Unemployment rate 15+ (percentage)	7.83	7.40	6.09	5.10	4.98	5.24	5.26	5.74	5.99
Pakistan									
Male	6.24	6.22	5.23	4.22	4.02	4.22	4.15	4.80	5.09
Female	16.40	12.94	9.64	8.64	8.68	9.03	9.18	8.95	9.06
Urban	9.24	9.37	7.60	6.33	5.99	6.71	6.85	8.52	8.39
Rural	7.15	6.43	5.36	4.53	4.52	4.56	4.54	4.45	4.87
Punjab	7.87	6.93	5.81	5.10	5.11	5.54	5.22	5.69	6.07
Male	6.23	6.11	5.36	4.51	4.30	4.63	4.30	4.72	5.24
Female	14.26	9.77	7.17	6.86	7.73	8.39	7.79	8.32	8.33
Urban	9.96	9.90	8.31	7.00	6.61	7.42	7.47	8.05	8.35
Rural	6.97	5.68	4.74	4.33	4.49	4.75	4.27	4.71	5.11
Sindh	5.06	5.95	4.29	3.37	3.07	3.22	4.15	5.21	4.97
Male	3.99	4.81	3.84	2.65	2.40	2.51	3.00	4.84	4.36
Female	19.21	19.44	8.47	9.27	6.97	6.91	10.65	7.19	8.21
Urban	6.87	7.50	5.71	4.51	4.35	4.96	5.54	9.23	8.06
Rural	3.20	4.33	2.91	2.32	2.02	1.77	3.04	1.90	2.39
Khyber Pakhtunkhwa	13.10	12.96	12.31	9.66	8.92	8.68	8.72	8.01	8.50
Male	11.06	10.08	8.64	7.26	7.04	7.07	6.91	5.94	6.65
Female	32.22	30.83	30.68	25.58	16.30	14.71	16.43	16.53	16.31
Urban	14.98	14.79	13.34	11.87	10.02	11.15	9.76	10.32	11.60
Rural	12.73	12.59	12.11	9.20	8.70	8.19	8.51	7.53	7.83
Balochistan	7.38	7.38	3.06	2.56	2.66	2.70	2.72	2.94	3.96
Male	5.42	5.80	2.60	1.41	1.82	1.10	1.60	2.47	3.62
Female	35.37	23.80	6.50	10.38	10.60	15.57	11.83	7.90	7.01
Urban	12.09	11.95	5.64	3.87	4.75	4.27	3.68	4.97	6.28
Rural	6.34	6.07	2.36	2.22	2.08	2.23	2.46	2.34	3.27

Source: PBS, LFS

Table 2 (b): Employment opportunities

Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013
Youth not in education and not in employment, 15-24 years (percentage) ¹									
Pakistan	40.65	38.90	36.17	34.91	33.33	31.47	31.10	32.00	31.01
Male	11.08	10.88	9.17	8.03	7.64	7.27	7.61	8.30	8.09
Female	72.28	67.57	64.24	62.73	60.43	57.50	56.92	56.71	55.52
Urban	35.30	34.46	32.66	31.95	31.26	28.81	29.72	30.36	28.56
Rural	43.79	41.62	38.28	36.70	34.56	33.08	31.93	32.97	32.45
Punjab	38.55	35.88	32.87	32.13	32.03	30.44	29.34	30.17	29.43
Male	11.56	11.00	9.81	8.95	8.60	8.56	8.92	8.68	9.39
Female	66.45	60.52	55.88	54.98	55.10	52.47	50.58	51.23	49.18
Urban	34.57	33.72	30.92	30.87	30.83	28.41	29.54	30.35	28.41
Rural	40.65	37.06	33.96	32.83	32.68	31.56	29.23	30.08	29.98
Sindh	39.19	39.64	37.28	35.58	31.72	28.60	30.52	31.29	29.19
Male	6.68	8.69	7.20	5.18	5.18	4.17	5.03	7.84	5.41
Female	77.32	74.42	72.90	71.36	65.04	60.23	62.88	60.00	59.64
Urban	35.23	34.04	33.65	32.48	30.69	28.30	29.04	29.76	27.81
Rural	44.45	46.96	41.71	39.36	32.96	28.97	32.16	33.09	30.78
Khyber Pakhtunkhwa	50.20	47.85	47.15	45.32	41.74	41.02	39.53	40.15	39.99
Male	15.75	13.97	11.36	10.93	9.43	9.73	8.37	8.31	8.66
Female	85.50	80.37	79.47	77.79	72.35	69.99	70.23	69.65	70.76
Urban	41.43	40.06	40.54	38.85	38.99	35.09	36.41	33.93	33.37
Rural	52.07	49.56	48.48	46.68	42.38	42.38	40.25	41.57	41.49
Balochistan	47.34	46.38	37.23	34.08	32.81	30.28	31.08	33.48	32.91
Male	14.79	13.11	6.43	4.21	4.44	2.37	3.45	5.86	6.51
Female	86.50	84.21	78.92	74.05	75.57	74.43	74.27	76.56	73.01
Urban	36.12	40.62	35.54	30.10	27.38	27.21	24.50	28.87	28.75
Rural	50.57	48.69	37.84	35.58	34.79	31.42	33.42	35.34	34.61

¹ This indicator does not include training as the LFS does not ask whether a household member is currently enrolled in training. It only asks if the individual has ever attended training.

Source: PBS, LFS

Table 2 (c): Employment opportunities

Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013
Informal Employment 15+ (percentage)									
Pakistan	63.82	69.40	72.26	71.46	72.36	72.95	72.93	73.53	73.32
Male	64.10	69.91	72.17	71.63	72.43	73.09	72.96	73.85	73.57
Female	60.84	64.54	73.02	69.88	71.68	71.63	72.65	70.64	70.97
Urban	60.28	66.61	70.46	70.27	70.16	70.22	70.07	70.88	69.59
Rural	67.60	72.46	74.16	72.70	74.63	75.87	75.95	76.26	77.13
Punjab	69.64	73.43	76.31	74.98	76.41	77.01	76.59	77.83	76.50
Male	70.03	73.79	75.88	74.94	76.29	77.01	76.47	78.07	76.83
Female	66.43	70.75	79.07	75.29	77.32	77.01	77.40	76.13	74.05
Urban	66.49	71.83	74.95	73.89	74.46	75.04	74.58	76.74	73.62
Rural	72.50	74.91	77.54	75.96	78.12	78.84	78.47	78.81	79.13
Sindh	51.62	61.05	66.15	66.03	64.91	64.91	64.59	63.50	65.77
Male	52.32	62.01	66.98	66.58	65.52	65.68	65.13	64.42	66.00
Female	37.81	44.83	53.40	56.54	51.24	52.65	54.87	49.10	62.20
Urban	51.06	59.80	65.25	66.02	63.91	63.56	62.83	61.89	63.21
Rural	53.33	65.01	68.43	66.08	67.73	68.84	69.22	67.97	71.89
Khyber Pakhtunkhwa	63.81	71.58	71.46	71.66	72.82	73.27	75.14	75.56	76.22
Male	64.97	73.39	72.68	73.35	74.19	74.08	76.17	76.68	77.49
Female	43.08	46.82	56.02	43.05	52.97	62.20	62.92	62.39	58.32
Urban	62.14	66.88	68.89	71.50	73.20	68.92	73.30	72.46	73.73
Rural	64.42	73.16	72.36	71.72	72.69	74.75	75.75	76.59	77.08
Balochistan	48.32	58.12	51.69	52.46	54.64	60.91	63.25	63.26	65.31
Male	47.85	58.25	52.01	52.94	55.42	61.87	63.75	63.24	64.18
Female	60.89	55.70	40.61	36.01	27.18	32.72	48.11	63.85	81.03
Urban	46.58	55.90	54.66	51.53	57.89	62.41	64.21	65.72	62.05
Rural	49.10	59.30	49.43	53.01	52.64	59.96	62.67	61.54	67.51

Source: PBS, LFS

Table 2 (d): Employment opportunities

Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013
Labour force participation rate, 15+ (percentage)	51.61	51.95	54.18	53.65	53.60	54.35	54.96	54.90	54.58
Pakistan									
Male	85.37	85.41	86.51	85.56	84.67	84.52	84.35	84.56	83.80
Female	16.55	18.42	21.55	21.64	22.21	23.61	24.87	25.11	25.00
Urban	48.32	47.39	48.68	47.67	46.45	47.42	47.65	47.74	47.88
Rural	53.40	54.60	57.34	57.05	57.68	58.35	59.16	59.02	58.44
Punjab	54.90	55.65	57.43	57.10	55.09	55.80	57.22	57.50	57.13
Male	86.44	86.57	87.06	86.12	84.97	84.65	84.13	84.93	84.51
Female	22.91	25.28	28.41	28.86	25.97	27.22	30.49	30.94	30.56
Urban	50.61	49.34	50.41	49.15	47.46	48.54	48.73	49.16	48.71
Rural	57.00	58.91	61.12	61.25	59.09	59.64	61.82	61.93	61.66
Sindh	48.36	48.05	50.75	50.93	53.42	54.36	54.09	53.89	53.99
Male	84.66	84.53	86.20	86.29	85.53	85.37	86.30	85.66	84.76
Female	7.26	7.85	10.62	11.76	16.90	18.93	17.47	17.99	18.60
Urban	45.94	45.63	46.98	46.25	45.46	46.34	46.85	46.51	47.60
Rural	51.17	50.90	55.03	56.19	62.32	63.40	61.80	61.93	60.82
Khyber Pakhtunkhwa	43.86	44.51	46.99	44.27	48.24	48.67	47.31	46.85	45.65
Male	81.71	82.07	83.91	81.25	81.57	81.85	80.47	79.82	77.51
Female	8.02	11.41	14.60	10.80	18.55	19.47	17.20	17.36	16.91
Urban	43.99	43.40	45.07	44.44	44.22	44.39	43.24	43.59	43.74
Rural	43.84	44.75	47.39	44.24	49.13	49.63	48.24	47.60	46.09
Balochistan	49.63	48.73	54.17	53.33	51.32	52.57	53.00	51.59	52.54
Male	86.16	85.01	88.50	86.55	84.49	85.33	86.36	86.98	87.02
Female	7.07	9.02	14.02	14.85	11.01	12.82	12.84	9.85	11.46
Urban	44.62	43.58	46.69	45.02	44.80	46.61	46.87	46.52	45.87
Rural	50.89	50.44	56.63	56.01	53.48	54.60	54.96	53.31	54.91

Source: PBS, LFS

Table 2 (e): Employment opportunities

Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013
Youth unemployment rate, 15-24 years (percentage)									
Pakistan	13.41	11.69	8.64	7.48	7.73	8.33	8.39	10.27	10.54
Male	12.02	10.97	8.40	7.11	6.98	7.43	7.48	9.30	9.92
Female	20.50	14.91	9.62	8.90	10.50	11.43	11.50	13.32	12.56
Urban	16.05	15.00	11.75	10.50	10.59	11.50	12.42	15.79	14.89
Rural	12.10	10.08	7.17	6.06	6.51	6.91	6.62	7.82	8.64
Punjab	13.45	10.94	8.51	7.73	8.26	8.98	8.76	9.99	11.21
Male	11.91	10.87	9.11	7.85	7.83	8.65	8.43	9.28	10.99
Female	19.21	11.17	6.76	7.40	9.52	9.90	9.65	11.72	11.77
Urban	16.96	14.79	12.97	11.96	12.28	12.69	13.61	14.93	15.45
Rural	11.80	9.26	6.54	5.94	6.63	7.39	6.74	7.96	9.52
Sindh	8.34	9.98	6.52	4.98	4.38	4.96	6.11	9.50	7.60
Male	7.51	8.37	6.10	4.54	4.07	3.91	5.04	9.07	7.41
Female	18.22	25.77	10.97	9.33	6.28	10.72	12.44	11.76	8.68
Urban	12.61	13.32	8.97	7.55	7.20	8.62	10.39	17.43	13.51
Rural	4.04	6.70	4.36	2.72	2.41	2.25	3.06	3.64	3.33
Khyber Pakhtunkhwa	20.85	17.42	14.53	12.45	12.76	13.63	12.71	14.20	14.67
Male	19.51	15.54	11.20	10.80	10.51	11.60	9.99	10.68	11.64
Female	33.50	30.55	31.39	23.29	21.76	20.89	23.05	27.66	27.11
Urban	21.02	22.12	16.01	13.98	13.22	18.33	14.76	15.95	17.97
Rural	20.82	16.51	14.27	12.13	12.66	12.75	12.33	13.87	13.98
Balochistan	18.16	16.67	5.81	4.35	4.65	3.29	3.98	7.58	7.50
Male	16.01	14.67	5.61	2.88	3.36	2.03	3.38	7.01	7.67
Female	42.92	32.17	7.70	13.95	16.45	14.36	9.11	13.33	6.22
Urban	28.11	26.86	12.75	8.72	8.48	6.33	5.79	12.77	13.65
Rural	16.00	13.82	4.15	3.27	3.70	2.54	3.54	6.03	5.89

Source: PBS, LFS

Table 2 (f): Employment opportunities

Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013
A – Distribution of unemployed persons aged 15+ by level of education (percentage)									
Pakistan									
Less than one year of education	41.77	37.64	41	42.13	40.92	39.42	38.44	32.37	29.8
Males	31.11	26.97	30.49	30.56	30.75	29.36	28.08	24.38	23.61
Females	63.68	61.86	64.39	64.73	59.24	56.74	54.93	47.04	41.72
Urban	30.3	26.95	28.31	29.94	33.11	28.45	29.02	25.04	20.09
Rural	48.93	45.3	49.63	50.07	45.59	46.88	44.94	38.83	37.61
Pre-primary education	3.88	4.64	3.76	3.26	3.01	2.9	3.16	2.93	3.1
Males	5.06	5.93	4.61	4.26	4.16	3.37	4.25	3.98	4
Females	1.45	1.71	1.86	1.3	0.95	2.1	1.42	1.01	1.37
Urban	2.76	3.57	3.06	3.17	2.37	2.14	2.11	2.42	2.3
Rural	4.58	5.4	4.23	3.32	3.4	3.42	3.88	3.38	3.74
Primary but below middle	14.11	12.57	15.19	13.59	14.19	14.01	13.65	13.55	13.82
Males	16.68	13.97	17.93	15.58	15.94	16.65	16.25	15.38	15.58
Females	8.83	9.39	9.11	9.69	11.05	9.47	9.52	10.18	10.45
Urban	12	12.51	14.13	14.03	13.95	14.3	13.78	12.4	14.07
Rural	15.43	12.62	15.92	13.3	14.34	13.81	13.56	14.55	13.63
Middle but below matric	13.34	13.19	10.85	12.28	10.88	12.54	11.21	12.83	13.4
Males	16.98	17.21	14.04	16.21	14.31	17.48	15.19	16.07	16.01
Females	5.87	4.08	3.76	4.59	4.7	4.04	4.88	6.91	8.37
Urban	16.81	14.98	13	14.63	12.11	14.25	14.2	14.69	14.99
Rural	11.18	11.91	9.39	10.74	10.15	11.39	9.15	11.2	12.13
Matric but below intermediate	15.27	17.77	16.03	16.01	17.45	15.73	15.24	17.96	18.35
Males	17.51	20.97	19.06	19.23	20.53	17.98	18.35	20.43	20.57
Females	10.64	10.51	9.29	9.73	11.91	11.84	10.28	13.44	14.09

Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013
Urban	18.29	19.61	21.42	19.44	19	17.6	16.03	20.43	21.09
Rural	13.38	16.46	12.36	13.78	16.52	14.46	14.69	15.79	16.15
Intermediate but below degree	5.85	7.02	6.37	6.72	7.37	7.49	7.96	10.13	8.81
Males	6.22	7.83	6.97	7.8	8.4	8.1	8.28	10.45	9.23
Females	5.1	5.19	5.03	4.61	5.53	6.45	7.45	9.55	8
Urban	8.24	9.77	9.2	9.31	10.27	10.82	9.08	11.04	10.22
Rural	4.36	5.05	4.45	5.03	5.63	5.24	7.18	9.33	7.68
Degree	5.78	7.17	6.8	6.02	6.17	7.9	10.34	10.22	12.71
Males	6.43	7.12	6.9	6.36	5.92	7.05	9.6	9.32	11
Females	4.43	7.26	6.57	5.35	6.62	9.36	11.52	11.88	16.01
Urban	11.6	12.61	10.89	9.49	9.19	12.45	15.77	13.98	17.24
Rural	2.15	3.27	4.01	3.76	4.36	4.81	6.6	6.91	9.06
Punjab ¹									
Less than one year	39.59	36.45	40.73	41.32	38.72	40.89	38.89	34.63	31.42
Pre-primary education	3.37	4.85	3.9	3.85	3.15	2.7	4	3.96	3.72
Primary but below middle	16.38	14.97	17.79	15.45	17.7	15.94	16.83	16.13	15.63
Middle but below matric	15.16	14.53	11.84	13.52	12.49	14.24	13.25	13.66	16.13
Matric but below inter	14.76	18.26	15.38	15.41	16.68	13.84	12.94	15.82	17.4
Inter but below degree	5.86	4.64	5.15	5.99	6.36	5.96	5.64	7.82	6.05
Degree	4.88	6.3	5.22	4.45	4.9	6.43	8.46	7.97	9.66
Sindh									
Less than one year	39.84	28.59	28.28	42.11	49.96	38.22	37.52	26.95	27.53
Pre-primary education	3.95	2.26	2.54	1.36	0.88	1.68	1.44	1.29	1.64
Primary but below middle	8.85	10.06	12.02	10.1	8.67	12.28	9.1	10.07	11.55
Middle but below matric	12.92	12.86	8.61	11.22	7.51	9.33	9.17	13.69	10.13
Matric but below inter	15.15	18.79	19.04	13.22	13.75	14.03	15.86	20.34	19.87
Inter but below degree	7.25	14.21	14.2	10.74	10.65	12.02	12.54	14.11	12.58
Degree	12.04	13.24	15.31	11.26	8.59	12.45	14.37	13.56	16.7

Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013
Khyber Pakhtunkhwa									
Less than one year	47.8	45.57	50.1	42.63	39.35	32.9	35.9	32.03	26.81
Pre-primary education	4.21	5.24	4.47	3.13	4.19	4.34	2.45	1.6	2.49
Primary but below middle	11.84	8.82	11.72	11.62	8.85	9.84	8.98	9.86	10.24
Middle but below matric	9.61	10.44	9.84	9.9	9.16	10.21	7.59	9.47	7.68
Matric but below inter	17.62	17.17	15.37	20.27	23	23.71	22.53	22.09	20.12
Inter but below degree	4.55	7.7	4	6	7.86	9.4	9.81	11.16	13.97
Degree	4.37	5.05	4.5	6.45	7.6	9.6	12.74	13.79	18.69
Balochistan									
Less than one year	54.18	57.36	45.55	60.4	56.62	65.93	57.49	27.74	28.5
Pre-primary education	10.18	9.52	1.5	1.27	2.04	3.67	1.2	0.88	3.85
Primary but below middle	8.25	8.4	8.29	4.89	6.14	7.91	5.94	4.4	12
Middle but below matric	4.05	9.29	12.57	7.75	5.96	6.39	3.77	5.89	11.29
Matric but below inter	12.2	9.24	17.76	10.9	9.37	8.68	9.37	22.34	17.84
Inter but below degree	7.08	4.4	5.35	5.84	8.64	3.56	16.22	26.92	11.3
Degree	4.07	1.78	8.99	8.95	11.23	3.86	6.01	11.83	15.22

¹ The detailed breakup by gender and region for each province is presented in Annex Table2.

Source: PBS, LFS

Table 2 (g): Employment opportunities

Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013
A – Employment by status in employment 15+ (percentage)									
Pakistan									
Paid employee	40.38	38.46	38.42	38.33	37.08	36.82	36.47	36.89	39.68
Male	40.92	39.83	41.16	41.49	40.55	40.49	40.68	41.18	43.80
Female	37.07	31.84	26.62	25.05	22.90	22.60	20.81	21.58	24.92
Urban	57.92	55.35	55.62	55.54	55.10	54.90	54.80	54.10	56.56
Rural	32.10	30.42	30.36	30.46	29.06	28.67	28.30	29.31	32.09
Employer	0.86	0.93	0.94	0.86	0.99	1.25	1.32	1.49	1.30
Male	0.95	1.09	1.13	1.04	1.22	1.54	1.64	1.87	1.64
Female	0.32	0.09	0.13	0.13	0.03	0.09	0.15	0.15	0.08
Urban	1.96	2.35	2.12	1.94	2.35	3.08	3.23	3.34	3.03
Rural	0.34	0.25	0.38	0.37	0.38	0.42	0.47	0.68	0.52
Self employed	39.93	38.65	36.76	36.12	35.87	34.78	35.62	36.26	34.85
Male	43.80	42.91	41.53	41.30	41.24	40.14	41.29	41.76	40.14
Female	16.50	17.00	16.20	14.43	13.92	13.99	14.55	16.60	15.89
Urban	31.07	32.16	31.90	32.18	31.42	30.52	31.22	31.76	30.66
Rural	44.11	41.73	39.04	37.92	37.86	36.70	37.58	38.25	36.73
Unpaid family helper	18.83	21.97	23.88	24.69	26.06	27.15	26.59	25.35	24.17
Male	14.32	16.17	16.18	16.17	16.98	17.83	16.39	15.19	14.42
Female	46.11	51.44	57.05	60.39	63.15	63.32	64.49	61.67	59.11
Urban	9.05	10.13	10.36	10.34	11.12	11.50	10.75	10.81	9.75
Rural	23.44	27.60	30.22	31.25	32.70	34.21	33.65	31.76	30.65
Punjab									
Paid employee	39.09	35.60	36.37	36.67	37.77	36.83	35.63	35.90	39.23
Employer	0.72	0.73	0.80	0.71	0.67	0.99	1.07	1.33	1.35
Self employed	39.92	39.02	37.47	36.38	36.82	36.19	36.21	36.93	34.95
Unpaid family helper	20.27	24.65	25.36	26.24	24.74	25.99	27.09	25.84	24.47
Sindh									
Paid employee	44.98	45.03	44.37	42.96	37.33	38.10	39.17	39.04	42.30

Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013
Employer	1.47	1.82	1.51	1.38	1.95	2.08	2.04	2.06	1.29
Self employed	38.66	36.69	34.53	34.03	31.70	29.84	32.58	32.30	32.67
Unpaid family helper	14.89	16.45	19.58	21.63	29.01	29.98	26.21	26.60	23.74
Khyber Pakhtunkhwa									
Paid employee	37.78	40.61	40.42	40.54	35.29	36.13	37.71	40.31	40.43
Employer	0.59	0.39	0.78	0.88	0.83	1.04	1.41	1.46	1.32
Self employed	42.70	38.87	36.80	38.60	39.51	37.25	38.04	39.36	36.33
Unpaid family helper	18.92	20.14	22.01	19.98	24.37	25.58	22.84	18.86	21.92
Balochistan									
Paid employee	41.19	38.08	29.91	31.15	30.84	31.16	29.25	29.01	29.00
Employer	0.34	0.20	0.19	0.25	0.30	0.51	0.44	0.52	0.58
Self employed	39.83	43.64	38.80	37.71	36.80	37.05	38.57	41.74	42.07
Unpaid family helper	18.64	18.09	31.10	30.89	32.06	31.28	31.74	28.73	28.35

Source: PBS, LFS

Table 2 (h): Employment opportunities

Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013
Proportion of own-account and contr. family workers in total employment 15+ (%)									
Pakistan	58.76	60.61	60.64	60.81	61.93	61.93	62.21	61.61	59.02
Male	58.13	59.08	57.71	57.47	58.22	57.97	57.68	56.96	54.56
Female	62.61	68.44	73.25	74.81	77.08	77.31	79.04	78.27	75.00
Urban	40.12	42.30	42.26	42.52	42.54	42.02	41.97	42.56	40.41
Rural	67.56	69.33	69.25	69.17	70.56	70.92	71.23	70.01	67.38
Punjab	60.19	63.67	62.83	62.62	61.56	62.18	63.29	62.77	59.42
Male	59.60	61.95	59.26	58.60	58.07	58.55	58.38	57.82	54.90
Female	62.75	69.87	74.03	74.85	73.31	73.99	77.63	76.73	72.20
Urban	44.21	47.39	46.27	46.43	45.24	46.03	45.43	46.91	42.97
Rural	66.81	70.24	69.62	69.07	68.14	68.80	70.50	69.12	66.07
Sindh	53.55	53.15	54.12	55.66	60.71	59.82	58.79	58.90	56.41
Male	53.48	53.20	53.51	53.86	56.79	55.78	55.18	55.18	52.12
Female	54.60	52.41	60.05	71.51	84.59	81.80	80.82	79.51	79.94
Urban	31.87	34.14	35.90	36.07	37.31	34.88	35.21	34.41	34.74
Rural	75.09	72.43	71.24	73.43	79.35	79.82	77.26	77.49	73.46
Khyber Pakhtunkhwa	61.62	59.01	58.80	58.58	63.88	62.83	60.88	58.23	58.25
Male	60.82	57.54	55.76	56.74	58.56	56.52	55.78	52.32	52.68
Female	71.47	70.86	78.91	73.86	87.10	88.54	85.14	85.64	84.36
Urban	49.75	42.34	41.28	42.99	45.51	42.99	43.33	43.28	44.91
Rural	63.94	62.28	62.16	61.70	67.44	66.64	64.38	61.25	61.03
Balochistan	58.47	61.73	69.90	68.60	68.86	68.33	70.31	70.48	70.42
Male	57.72	60.36	67.05	65.57	67.06	66.46	68.23	68.46	68.24
Female	74.01	79.23	92.08	91.32	87.37	86.06	89.15	92.66	91.03
Urban	43.74	49.53	46.80	46.27	48.22	49.79	53.39	53.71	49.74
Rural	61.51	65.01	75.98	74.31	74.48	73.65	74.85	75.33	76.39

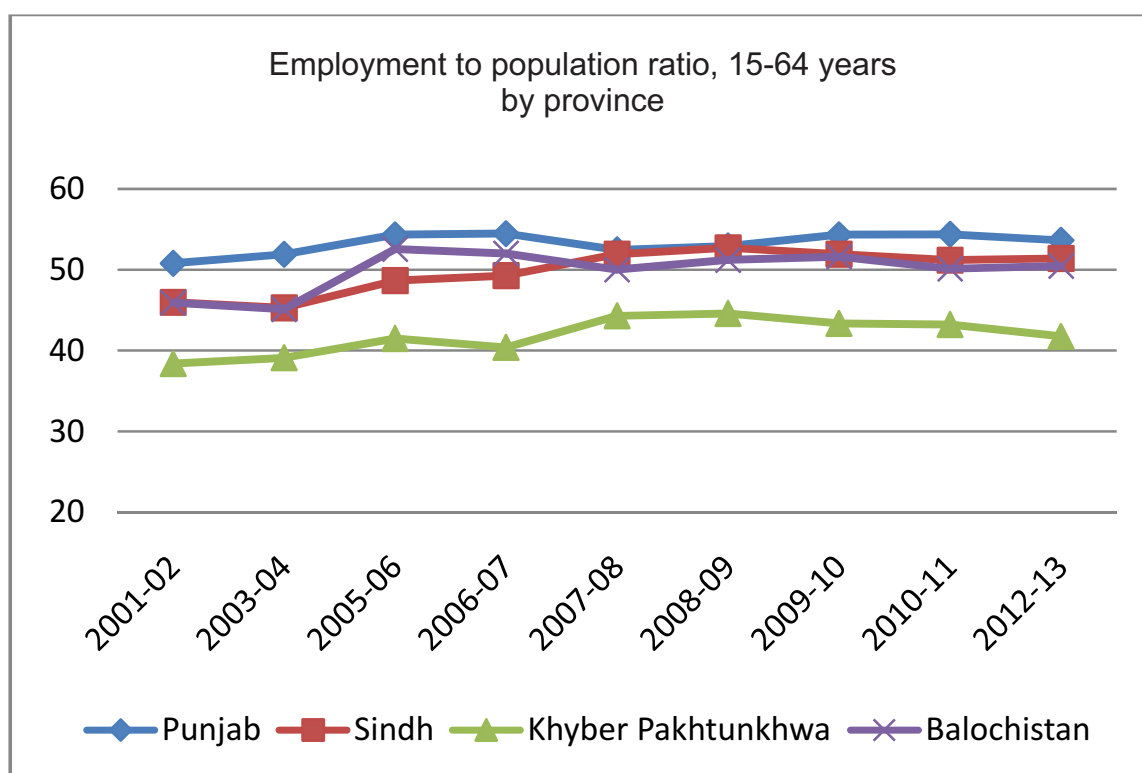
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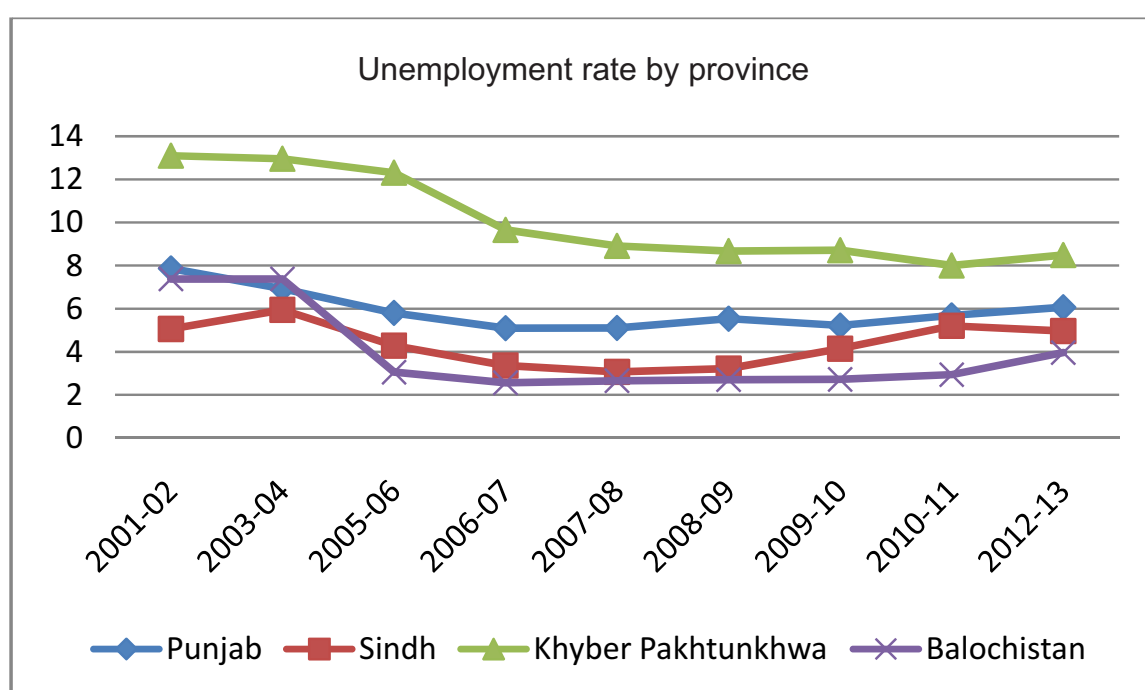
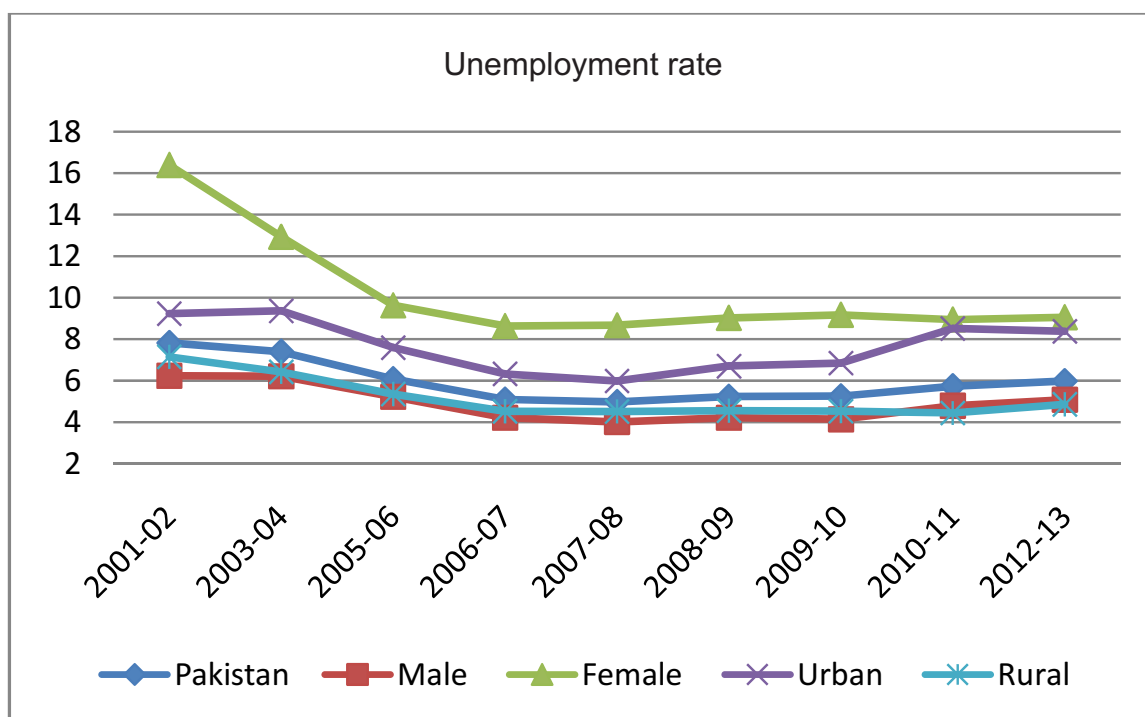
Table 2 (i): Employment opportunities

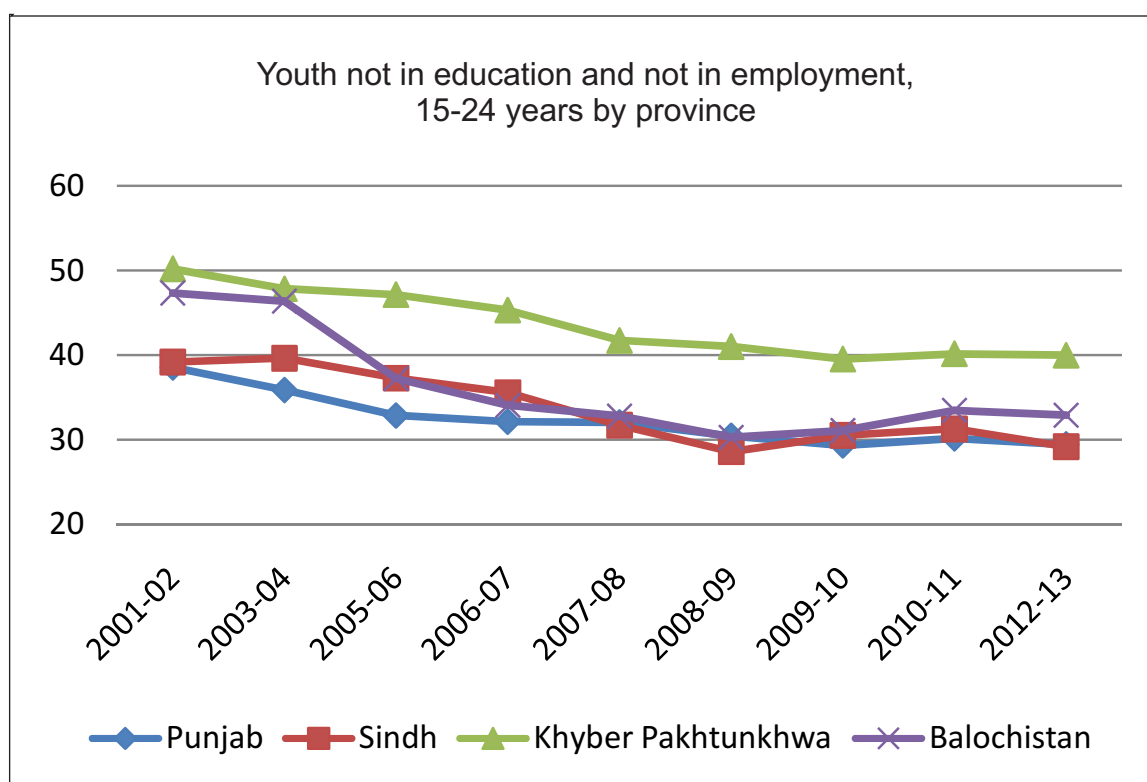
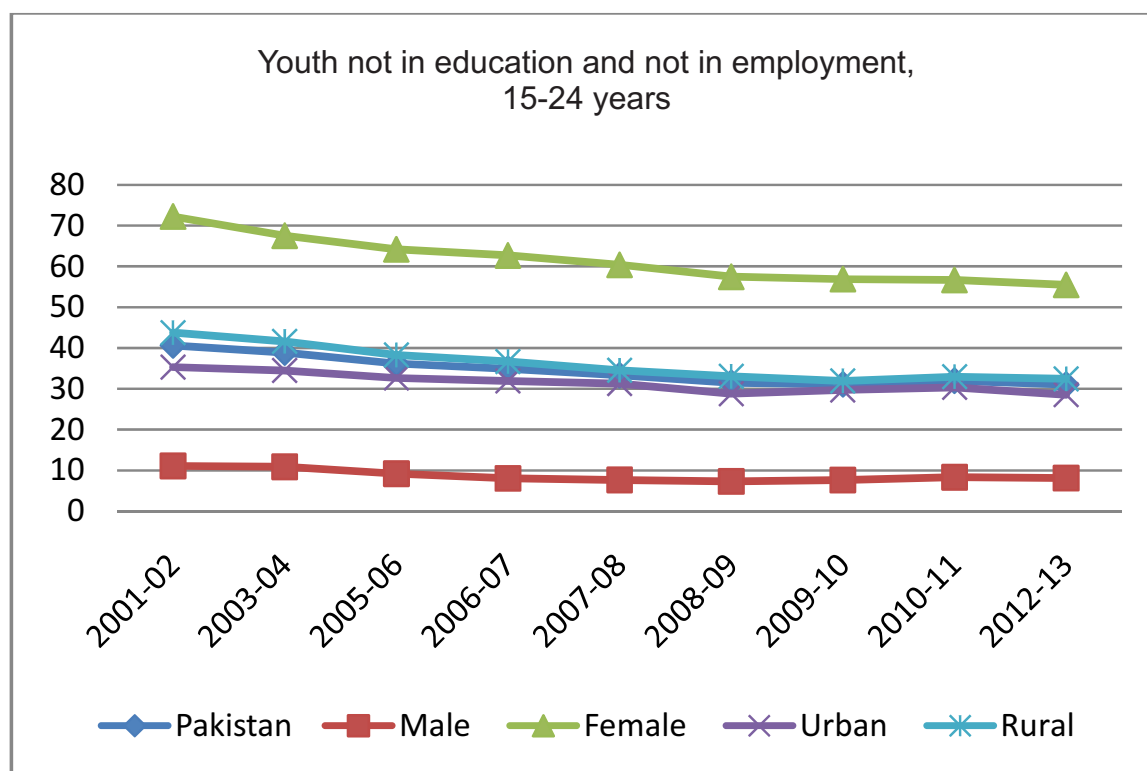
Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013
Share of wage employment in non-agriculture employment (%)									
Pakistan	59.90	58.24	59.07	59.81	58.66	58.74	58.25	57.86	60.06
Male	59.27	57.80	58.73	59.20	58.00	58.12	58.02	57.58	59.78
Female	66.71	62.48	61.97	65.66	65.33	64.44	60.42	60.41	62.78
Urban	60.41	57.58	58.53	58.44	57.86	57.41	57.45	56.82	59.25
Rural	59.36	58.96	59.63	61.22	59.49	60.17	59.10	58.94	60.89
Punjab	56.46	54.26	55.72	57.72	57.42	57.00	56.48	55.26	58.16
Male	55.65	53.90	55.47	57.13	56.74	56.22	56.22	54.81	57.71
Female	63.15	56.87	57.34	61.84	62.52	62.39	58.30	58.39	61.53
Urban	56.85	52.77	55.19	55.19	56.07	54.03	54.71	53.34	56.37
Rural	56.11	55.63	56.20	59.99	58.60	59.76	58.14	56.99	59.80
Sindh	66.73	64.90	63.90	63.98	61.86	62.89	62.41	63.37	65.38
Male	65.77	63.82	62.65	63.12	60.90	61.90	61.65	62.43	64.74
Female	85.87	83.20	83.12	78.87	83.48	78.75	76.06	78.26	75.36
Urban	67.28	64.48	63.37	63.35	61.33	62.76	62.32	62.92	65.31
Rural	65.07	66.24	65.23	65.62	63.36	63.27	62.62	64.64	65.54
Khyber Pakhtunkhwa	61.96	63.33	64.87	61.36	59.34	59.25	59.62	60.24	60.17
Male	61.53	62.31	64.94	60.31	58.98	59.52	60.09	61.04	60.06
Female	69.55	77.35	64.03	79.23	64.56	55.48	54.01	50.83	61.68
Urban	52.33	60.16	60.08	58.55	55.55	58.98	57.00	55.69	53.42
Rural	65.47	64.40	66.54	62.30	60.70	59.34	60.50	61.75	62.49
Balochistan	65.71	59.93	61.27	59.18	55.59	57.30	53.87	54.35	53.37
Male	65.87	60.27	60.89	58.81	54.89	56.56	53.41	54.73	55.50
Female	61.41	53.23	74.70	71.80	80.24	78.70	67.96	42.20	23.84
Urban	59.25	53.06	57.12	57.85	54.08	52.89	50.95	50.07	52.89
Rural	68.59	63.57	64.44	59.98	56.52	60.09	55.64	57.33	53.70

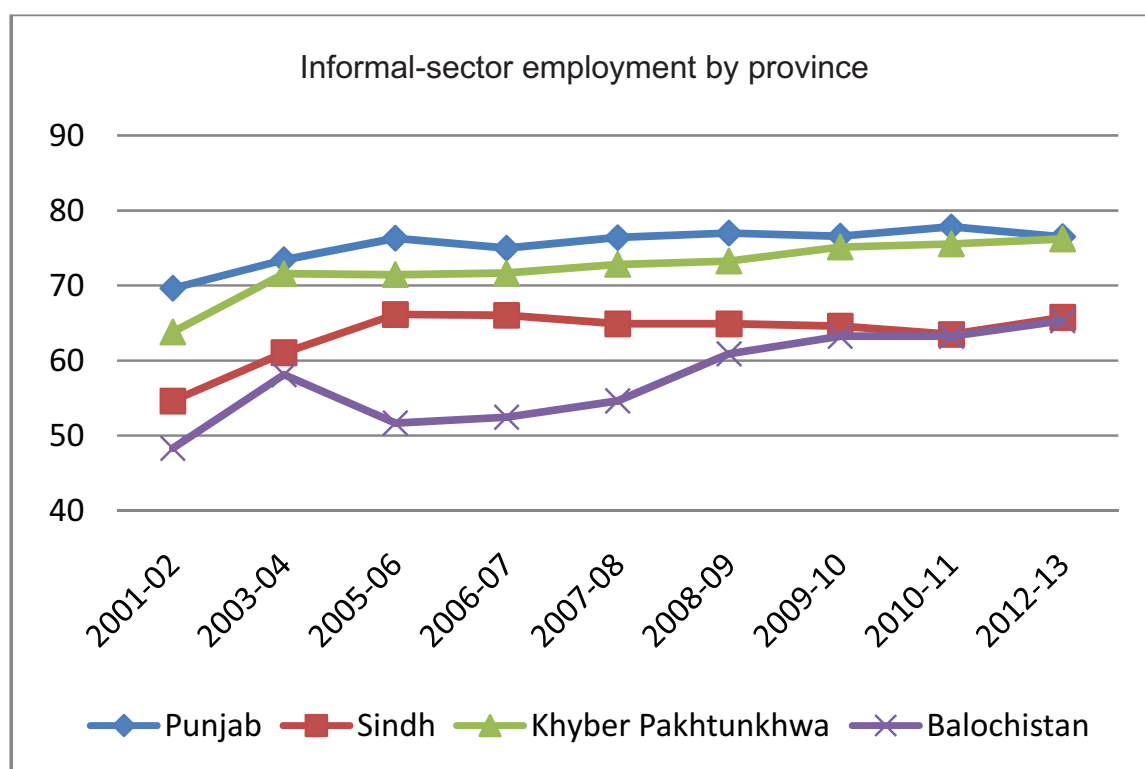
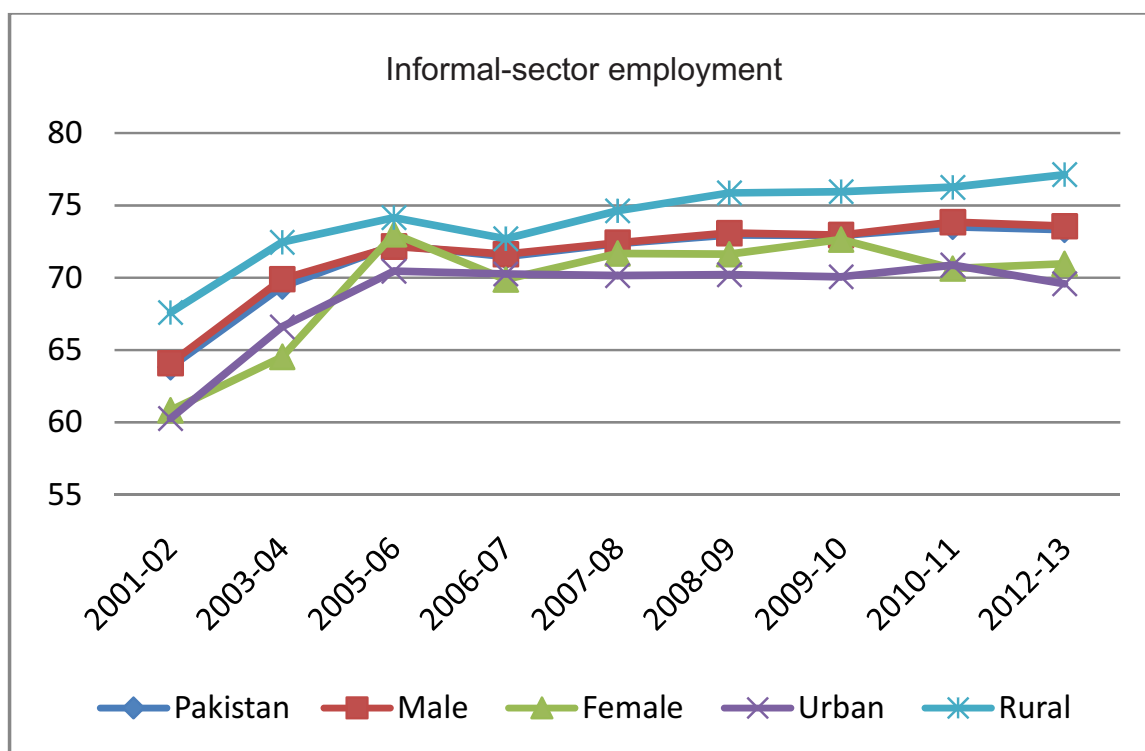
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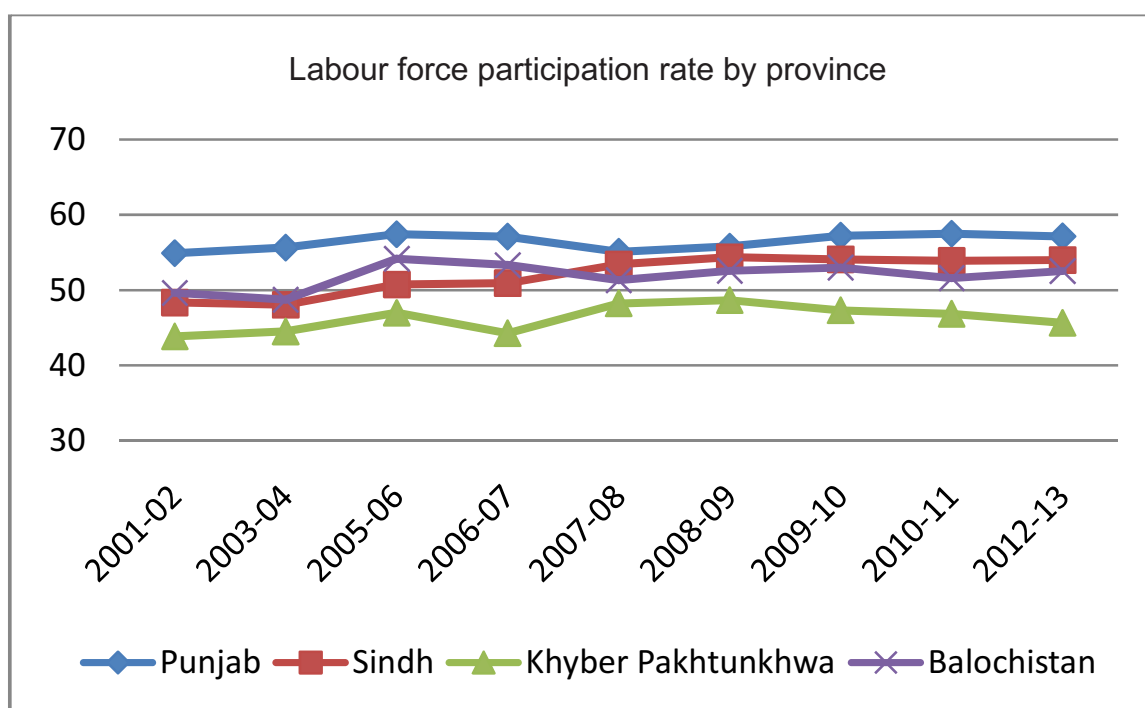
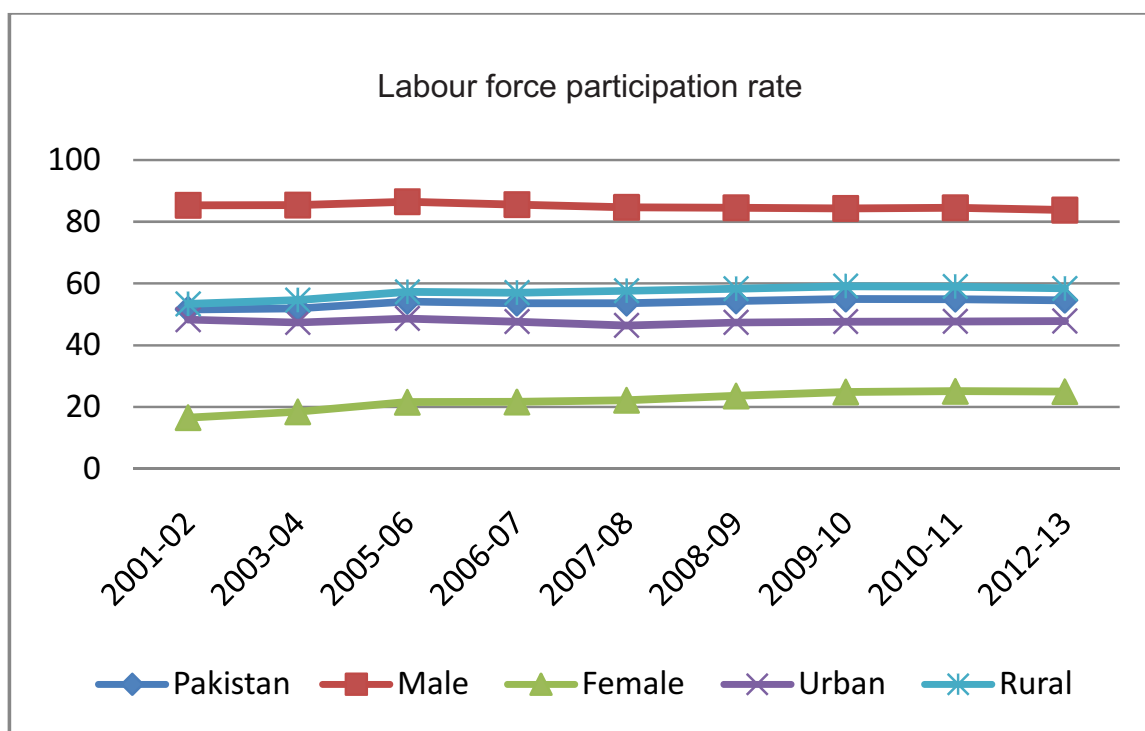
2. Employment opportunities - Graphs

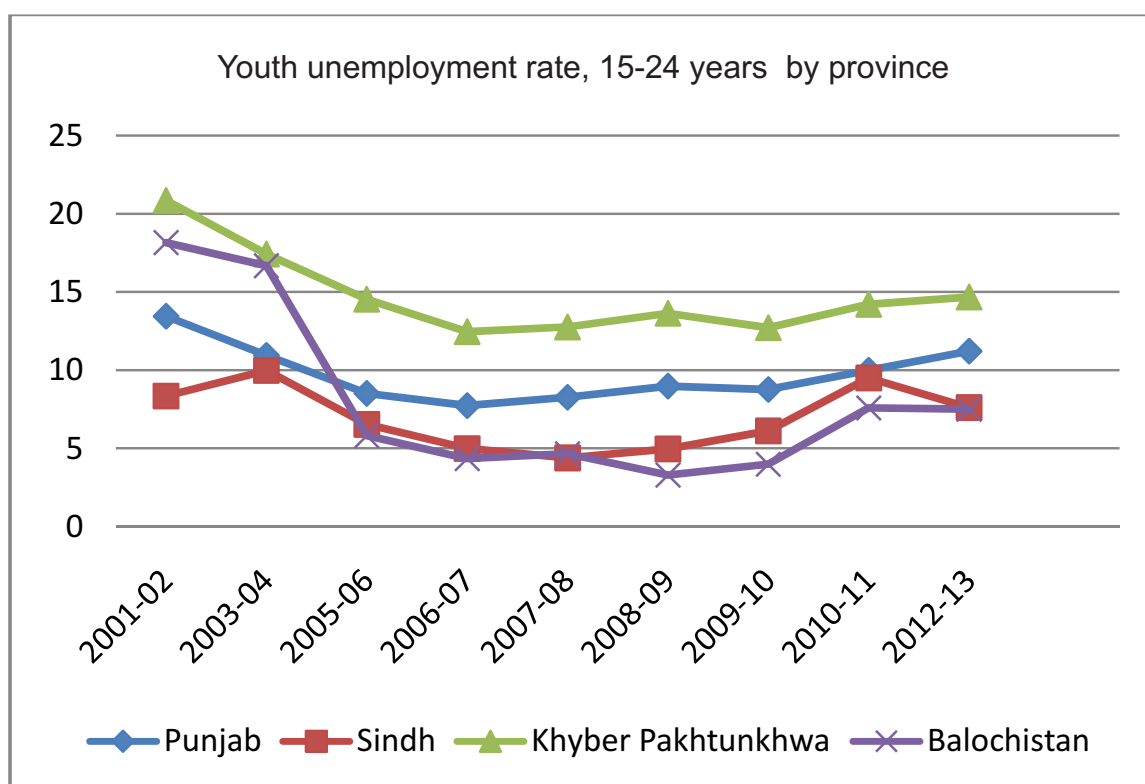


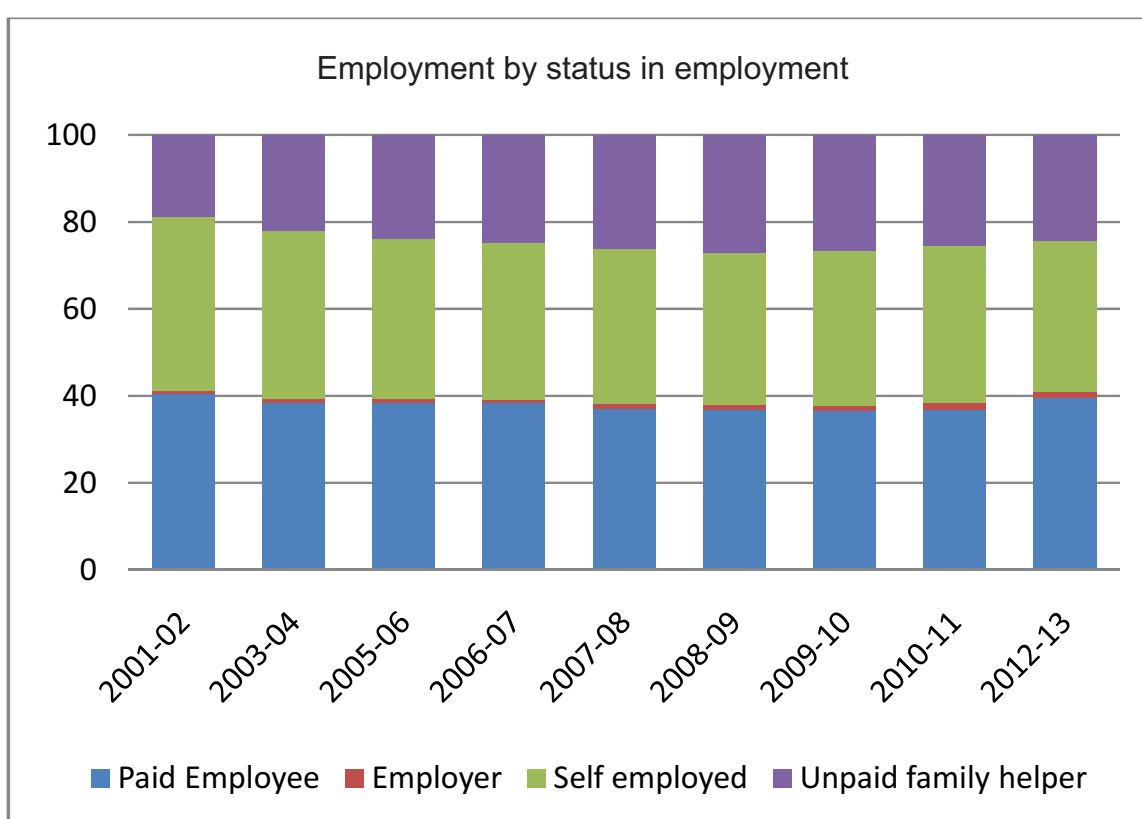
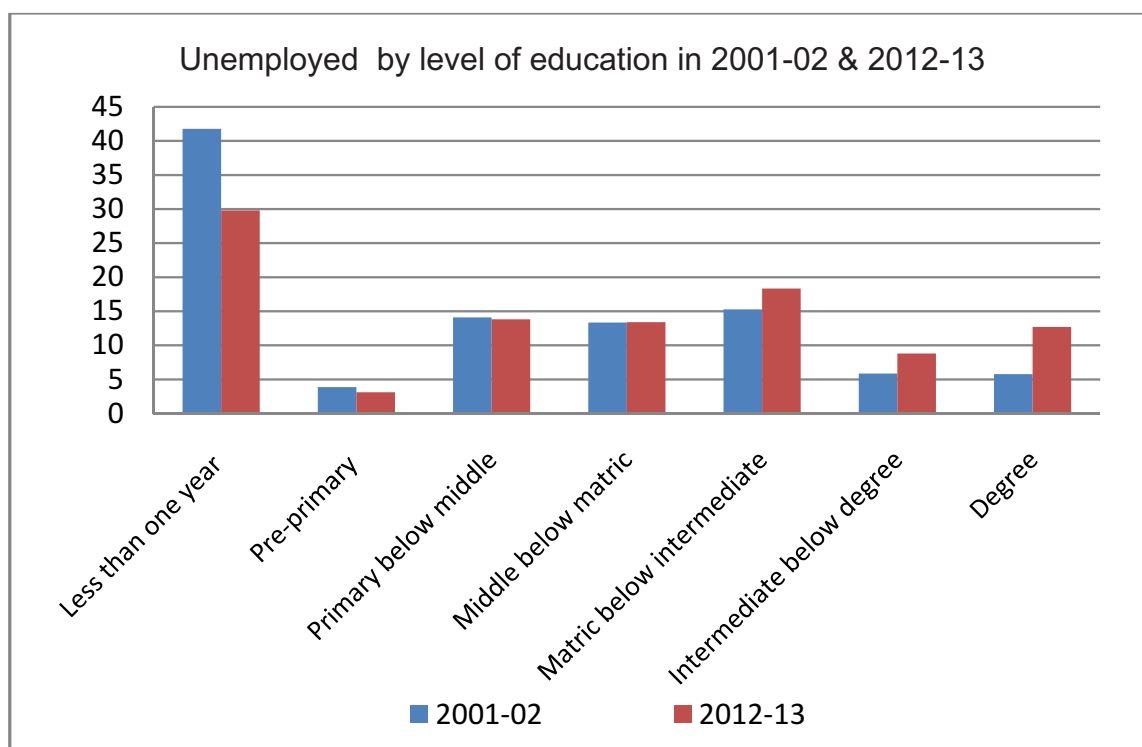


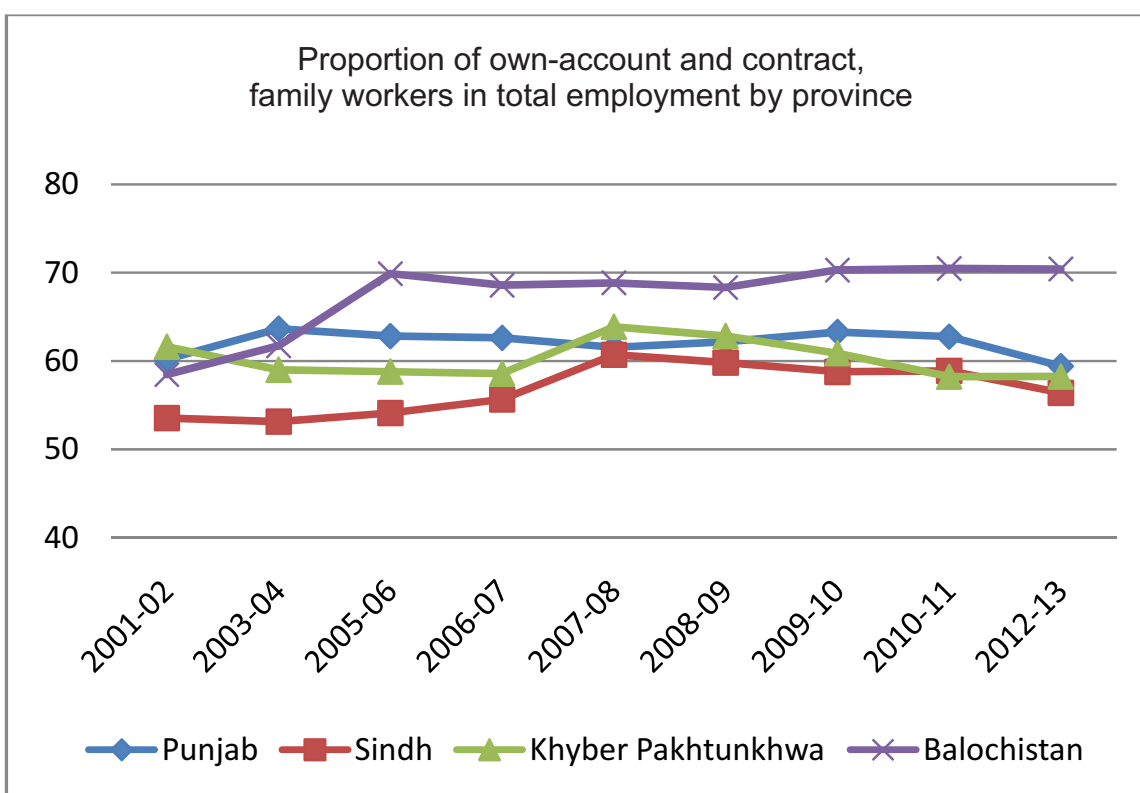
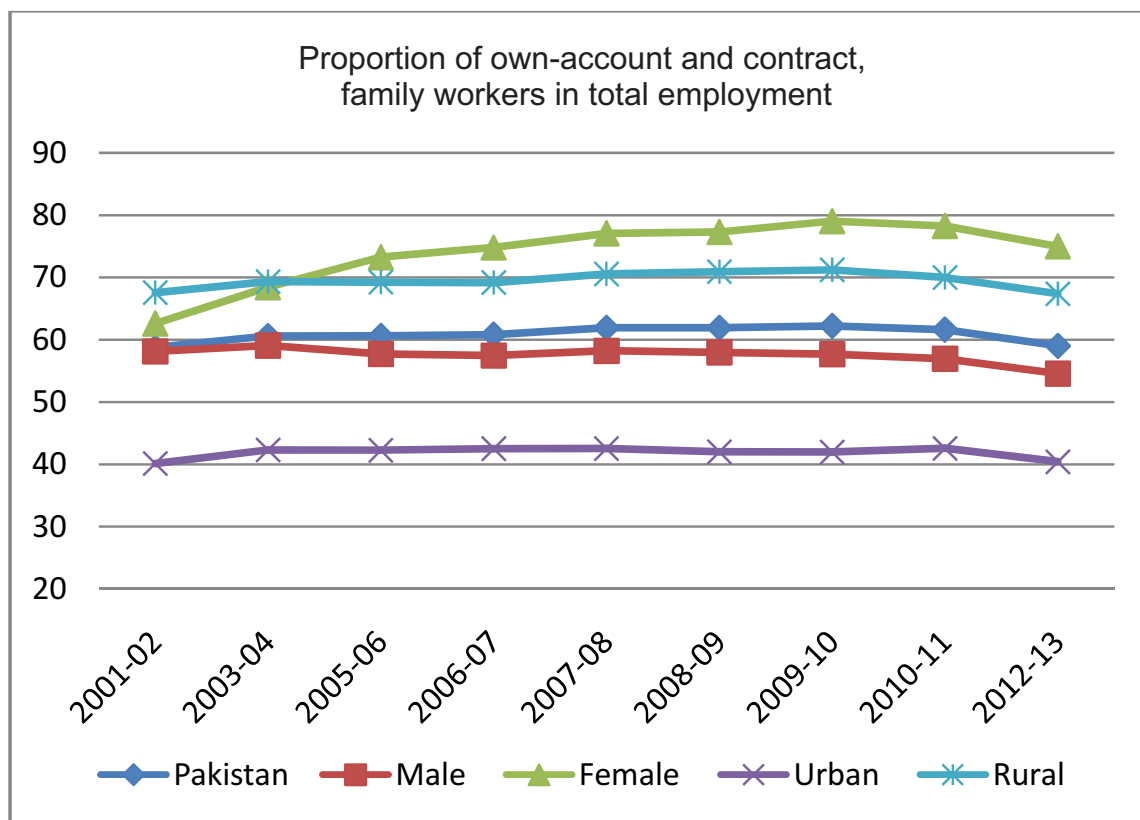


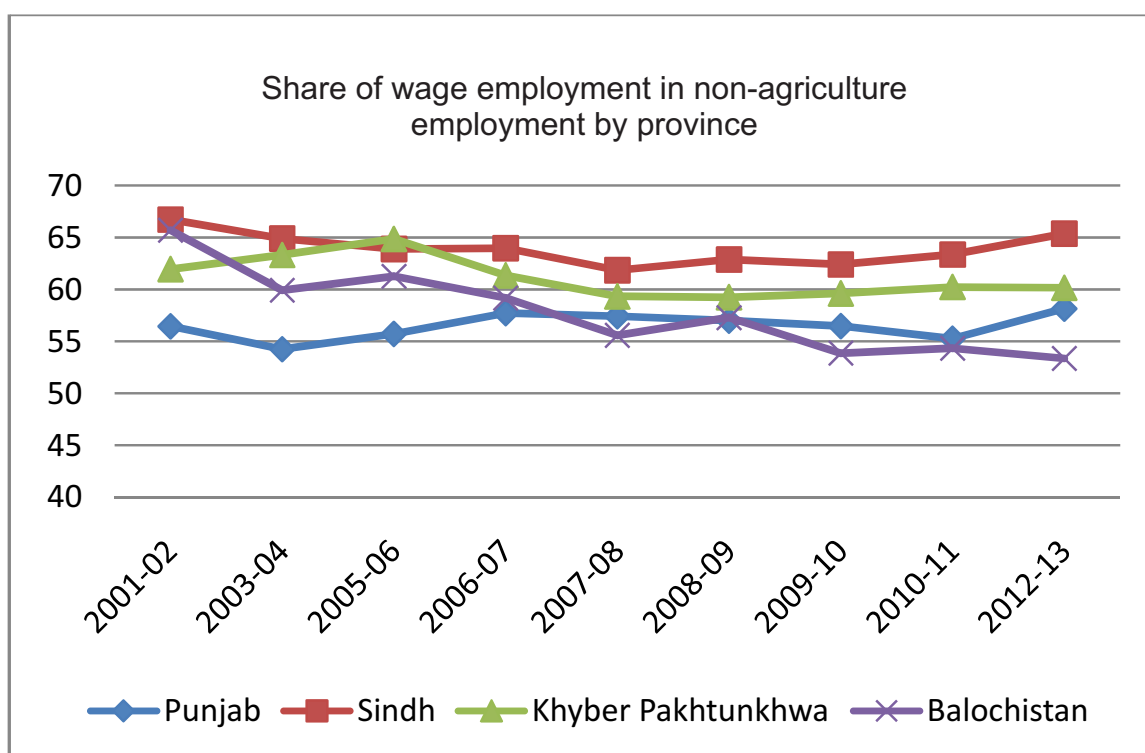
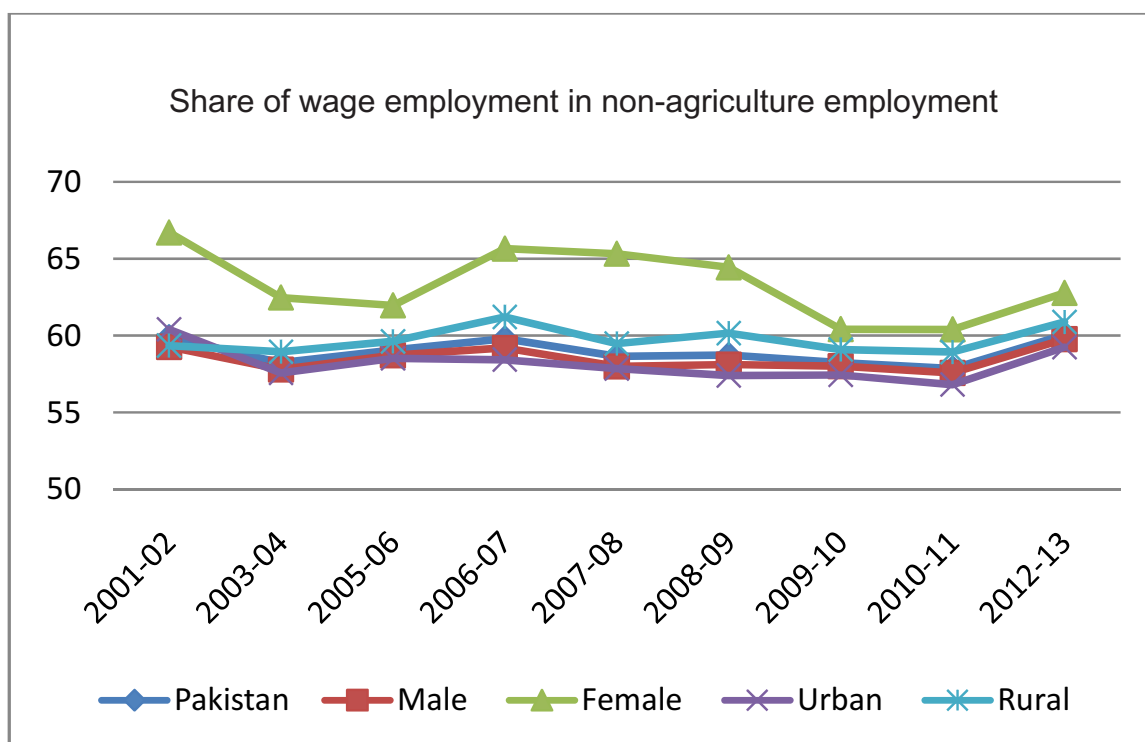












3 Adequate earnings and productive work

Adequate earnings and productive work are an important aspects of decent work that requires workers and their families to have sufficient income to enjoy a reasonable standard of living. In With regard to a developing country like Pakistan, a key concern – both for decent work and wider socio-economic development – is the ability of employed men and women to earn adequate income to prevent them from falling below the poverty line. Statistics on the working poor and other poverty indicators, monitored over time, provide indications as to whether or not the poverty situation has improved and provide a basis for assessing the impact of national poverty reduction policies and programmes.

The average real monthly earnings of paid employees increased at a rapid pace between 2001–02 and 2007–08, from Rs. 3,387 per month to Rs. 4,228 per month, implying an annual average growth of 4.1 per cent during this period. Real earnings declined in the post-2008 period, and during the period under review remained stagnant at just over Rs. 4,000, coinciding with the period of low economic growth experienced by the country. A large gender gap in the real earnings of men and women was evident, with the real earnings of women employees being only 64 per cent of those of men, although this gap narrowed over the period under review from an initial 57 per cent in 2001–02. The regional rural-urban gap in real earnings of employees was less pronounced, with rural workers earning close to three-fourths of their urban counterparts. In terms of the provincial divide, real earnings have been highest in Balochistan and Sindh, with the gender gap in earnings being highest in Punjab (women

on average earning just 57 percent of the earning of men) and lowest in Balochistan (real earnings of women females nearly 97 percent of their male counterparts) during the period 2001 to 2011 (Table 3).

The low-pay rate, defined as the share of employees with monthly earnings less than two-thirds of the median earnings, declined in the last four years of the period under review (2009–2013); after reaching a peak of 29.4 percent in 2008–09, the low-pay rate fell to its lowest point of 20.8 percent in 2012–13. However, while the share of men earning less than 75 percent of the median wage declined in previous years, the low-pay rate increased slightly for women and remained higher than for men during this 12-year period; in 2012–13 the percentage was 30.7 percent for women and 21.4 percent for men. The provincial disaggregation reveals that the low-pay rate in 2012–13 was highest in the provinces of Punjab and Sindh at with 23.4 per cent and 22.5 per cent, respectively. Overall, the low-pay rate fluctuated widely in all provinces, reaching a peak in 2006–07 in KPK and Balochistan and in 2007–08 in Punjab and Sindh (Table 3).

Workers' welfare can also be examined through the differences between their earnings across different occupational groups. During the period 2001–2011, average hourly real earnings were lowest for workers engaged in elementary occupations and skilled agricultural and fishery workers, as well as service, shop and market sales workers. In addition, in 2010–11, a large gender gap was evident in the lowest category of elementary occupations, with hourly earnings of women being less than three-fifths of the earnings

of male workers. The hourly earnings of workers in the highest occupational group of legislators, senior officials and managers were 3.8 times the earnings of skilled agricultural workers and those involved in elementary occupations, although this gap between the highest and lowest paid occupational groups narrowed during the period 2001–2011. Interestingly, women in the highest two occupational categories, i.e., legislators and senior officials and professionals, had higher hourly earnings than compared to men during the period under review.

The minimum wage, expressed as a percentage of the median wage, rose during 2001–2011, increasing from 73 percent in 2001–2002 to 111 percent in 2010–11. However, this development needs to be viewed from the perspective of the large and growing share of informal-sector employment, where minimum wage laws are not applicable.

The share of employees who have received on-the-job training in the country is very small at just one percent in 2012–13, with a slightly higher proportion of male and urban employees having received on-the-job training compared to their female and rural counterparts, respectively (1.1 percent *vs.* 0.9 percent) and (1.2 percent *vs.* 0.9 percent). The provincial breakdown indicates that a relatively higher share of employees received training on the job in Punjab and Sindh, while this share was lowest for employees in Balochistan (Table 3).

Summary assessment

There has been some progress in terms of adequate earnings and productive work in Pakistan during the 12 years under review. The average real monthly earnings of the paid

employees increased at a rapid pace between 2001–02 and 2007–08, with a slight drop in the post-2008–2013 period. The low-pay rate declined to 20.8 per cent in 2012–13, implying a reduction in the proportion of employees earning less than two-thirds of the median wage. The average hourly earnings increased across all occupations and the gap in hourly earnings between the highest and lowest occupational groups (legislators and senior officials and professionals and elementary occupations) narrowed over the period under review. Moreover, the hourly earnings of women in the highest two occupational categories, i.e., legislators and senior officials and professionals, were found seen to be higher than compared to those of men during the period under review.

Despite these gains, gender gaps continued to persist; the real earnings of women employees were only 64 per cent of those of men in 2012–13, although this gap had narrowed somewhat over the 12 years under review. The low-pay rate for women was found seen to be higher than that for men and it increased slightly for women, while it declined for men during the period 2001–2013. During this period, the low-pay rate was highest in Punjab and Sindh, the provinces which are home to the largest number of employed workers. Although the minimum wage as a proportion of the median wage increased throughout the period under review, the share of employment in the formal sector of the economy declined persistently, reducing the effective coverage of the minimum wage laws. Moreover, Implementation of the minimum wage law also remained weak. Provision of on-the-job-training to employees is almost non-existent in the country, with only one per cent of employees having received it in 2012–13.

Legal Framework Indicator 4: Minimum wage

Law, policy or institutions

- Payment of Wages Act, 1936;
- Coal Mines (Fixation of Rates of Wages) Ordinance, 1960;
- Minimum Wages Ordinance, 1961;
- Minimum Wages for Unskilled Workers Ordinance, 1969;
- Khyber Pakhtunkhwa Payment of Wages Act, 2013.

As per the law “Wages” means all remunerations capable of being expressed in terms of money which would be payable by the employer to the employed person on the fulfillment of his or her contract of employment. The term wages includes attendance allowance, payment for good work or behaviour, bonuses and any other amount payable against termination of service. However, the value of accommodations, cost of supply of light, water, medical attendance or other amenities excluded by general or special order of the Provincial Government; the employer's contribution to a pension or provident fund, traveling allowance or concession or other special expenses entailed by the nature of his or her employment; and any gratuity payable on discharge are or not part of wages.

The Payment of Wages Act, 1936, regulates the payment of wages to certain classes of industrial workers employed in factories, industrial or commercial establishments and railways: either directly or sub-contracted or by a person fulfilling a contract with railway administration. The Act specifies that wages to workers employed in factories and on railways are to be paid on a working day within seven days of completion of the wages period. However, if the number of workers employed therein is more than 1,000, the time limit for payment of wages to the workers is 10 days. No deduction can be made from the wages of the workers excepts as specified in the Act, such as deduction for absence, fines, breach of contract and the cost of damage or loss incurred to the factory in any way other than an accident, accommodation and amenities supplied by the employer.

The employer is responsible for the payment of all wages required to be paid to persons employed by him or her. The persons responsible for payment of wages must fix wage periods not exceeding one month. Wages should be paid on a working day within seven days of the end of the wage period, or within ten days if 1,000 or more persons are employed. The wages of a person discharged should be paid not later than the second working day after his or her discharge. The wages are to be paid in current coins and currency notes (in cash). However in the province of Khyber Pakhtunkhwa wages it may be payable through the scheduled bank.

As per the provisions of the Minimum Wages Ordinance, 1961, the minimum wage for certain classes of industries/occupations and workers, including an apprentice employed in industry to do any skilled or un-skilled, intellectual, technical, clerical, manual or other work, including domestic work, for hire and reward, other than persons employed by the Federal Government, Provincial Government and in a coal mine is determined by the provincial governments on the recommendations of the Provincial Minimum Wages Boards through notification in the official gazettes. Minimum Wage Boards may decide to specify rates for time-work (on an hourly, daily, weekly or monthly basis) and piece-work uniformly or with local variations. The minimum wage rates for any industry may be reviewed at as any change in the economic conditions and cost of living and other relevant factors so demand. However no recommendation shall be reviewed earlier than one year unless the special circumstances of the case are so required and no

later than three years.

The wages for the government employees are fixed through the Pay Commission while the mine workers' wages are fixed under the Coal Mines (Fixation of Rates of Wages) Ordinance, 1960.

The minimum wage for unskilled workers is also determined by the legislation through amendments to in the schedule of the Minimum Wages for Unskilled Workers Ordinance, 1969.

Any employer who fails to pay the minimum wages declared under the law is punishable with imprisonment for a term which may extend to six months or with a fine which may extend to five hundred Rupees or both.

At present the minimum wages under the Minimum Wages for Unskilled Workers Ordinance, 1969 are Rs. 6,000 per month. However the Government of Punjab has amended the schedule appended to the Ordinance and in Punjab the notified minimum wages under the Ordinance is Rs. 10,000 per month. The Provincial Governments of Punjab and Khyber Pakhtunkhwa, on the recommendations of the respective Minimum Wage Boards, fixed the minimum wage for unskilled workers at Rs. 10,000. In the province of Sindh, it is Rs. 8,000 and in Baluchistan Rs. 7,000 [PKR 105 = 1 USD].

The Provincial Governments have appointed Inspectors under the Payment of Wages Act, 1936, to check monitor the implementation of rates of wages and other procedures under the relevant laws. In addition the Governments have also appointed Payment of Wages Authorities to hear and decide all claims arising from the wages, or non-payment of dues or delays in payment relating to provident funds or gratuities payable under any law. or delay in payment of wages.

Minimum wage levels. In determining minimum wages the Minimum Wage Boards are obliged to revise their its recommendations if any change in the economic conditions and cost of living and other relevant factors so demand. Since 1993 the minimum monthly wage for unskilled workers has been raised from PKR 1,500 to PKR 10,000/- Per month. The rate for semi-skilled, skilled, highly skilled and other workers have also been raised in similar percentages.

Evidence of implementation. In relation to Convention 98, the CEACR has repeatedly requested the Government to take the necessary legislative measures to end the practice of determining wage rates and other conditions of employment in the public sector, by means of government-appointed tripartite wages commissions (Section 3, Act No. X of 1974).

Coverage of workers in law. All workers in the formal sector (public and private) are covered in the relevant laws.

Coverage of workers in practice. More than The majority of workers, more than 80 per cent of workers are engaged in the informal sector including agriculture. They are beyond out of the ambit of the legal provisions. In the formal sector, in law and in practice, the coverage of workers is the same.

Ratification of ILO Conventions. Pakistan has not ratified the Minimum Wage Fixing Convention, 1970 (No. 131).

Sources: ILO: ILO NATLEX database. Notifications by the Provincial Governments of the provinces of Punjab, Sindh, Khyber Pakhtunkhwa and Balochistan.

Table 3: Adequate earnings and productive work

Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013
Working poverty rate at US\$1.25 a day (%)			18.7 (2004-05)						
Working poverty rate at US\$1.25 a day (%)			55.3 (2004-05)						
Low-pay rate									
Pakistan	25.15	28.64	26.73	25.97	25.59	29.37	23.90	24.28	20.78
Male	27.17	23.67	24.93	25.64	20.19	24.44	20.73	22.60	21.42
Female	29.58	29.26	35.19	30.68	26.49	30.01	28.23	33.08	30.74
Urban	22.69	21.99	22.97	25.57	30.74	24.47	23.11	22.86	21.05
Rural	27.84	24.61	25.29	28.23	28.54	24.47	27.15	23.84	23.48
Punjab	27.11	27.56	26.10	25.57	29.32	27.37	26.93	24.73	23.36
Male	20.31	26.56	22.36	20.42	21.42	26.72	20.71	21.14	16.08
Female	28.61	26.48	30.91	34.68	30.58	30.48	31.76	31.48	25.36
Urban	28.85	25.83	25.55	27.72	24.97	27.04	23.17	22.19	25.11
Rural	26.66	29.30	28.96	28.18	25.64	26.54	31.49	25.53	24.37
Sindh	19.26	20.19	25.93	28.86	33.01	24.89	24.71	23.52	22.47
Male	18.15	18.63	24.06	27.31	31.82	25.85	27.42	21.60	20.51
Female	34.67	30.52	31.41	30.43	28.85	39.44	35.38	36.18	25.59
Urban	22.02	23.40	28.76	27.72	28.62	22.67	24.83	20.67	16.33
Rural	23.25	23.12	22.90	29.14	26.70	27.77	26.23	22.84	23.01
KPK	24.28	22.13	25.65	28.26	20.74	22.69	20.40	20.00	20.98
Male	23.50	22.19	24.42	26.88	19.17	21.28	19.02	18.87	20.28
Female	38.83	40.46	39.94	34.11	41.04	35.48	35.70	36.78	29.81
Urban	30.31	23.43	25.73	27.14	20.86	25.74	24.62	27.19	27.73
Rural	24.76	22.51	24.07	24.50	20.84	22.97	19.91	19.91	20.19
Balochistan	24.92	25.27	20.86	27.92	20.59	22.85	17.60	19.65	21.40
Male	24.49	25.00	20.97	28.03	20.27	22.31	16.85	19.60	21.08
Female	39.53	31.96	16.72	26.92	29.18	30.61	37.21	21.90	36.20
Urban	20.16	27.11	28.14	25.96	26.16	20.20	25.16	21.82	32.43

Source: PBS, LFS

Table 3 (a): Adequate earnings and productive work

Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013 ¹
Average hourly earnings in selected occupations in Rs. (2000-01 = 1)									
<i>Legislators, senior officials and managers</i>									
Both sexes	47.1	59.5	63.0	68.6	76.0	88.7	102	123	512
Male	47.3	59.3	62.7	68.2	75.9	88.1	101	121	503
Female	37.2	71.0	77.8	84.8	76.1	100	116	140	881
Urban	48.9	61.6	71.1	75.7	84.2	96.9	111	131	575
Rural	38.4	49.5	38.2	43.6	49.3	55.5	66.0	83.6	344
Punjab	47.7	56.1	66.7	62.8	66.2	83.5	92.7	11.5	605
Sindh	47.7	65.4	59.7	77.1	87.1	94.1	114.43	30.87	290
KPK	41.8	50.3	56.7	64.9	63.3	87.3	103.84	111.70	847
Balochistan	1.00	44.8	70.6	68.6	86.8	90.9	109.87	113.05	122
<i>Professionals</i>									
Both sexes	38.5	52.6	61.5	63.7	68.1	80	91.5	110	734
Male	38.6	54.8	60.2	60.3	67.9	77.8	88.0	109	721
Female	37.7	58.3	72.9	92.2	69.5	94.4	113.13	121	856
Urban	49.5	63.0	76.5	80.1	78.6	95.0	115.08	134	926
Rural	23.0	35.6	35.3	38.8	47.6	49.4	50.2	72.4	487
Punjab	29.2	43.3	56.9	58.7	63.4	74.4	73.2	96.1	606
Sindh	52.7	72.3	74.9	76.5	80.1	87.3	12.1	137	644
KPK	33.7	39.7	45.7	50.1	62.7	81.5	82.8	101	850
Balochistan	28.8	43.4	53.6	74.4	65.9	94.4	96.5	119	758
<i>Technicians and associate professionals</i>									
Both sexes	23.7	28.6	36.2	41.8	45.9	53.1	59.1	70.6	604
Male	25.7	30.0	38.5	45.5	49.1	56.0	62.9	76.2	650
Female	18.8	25.4	29.6	32.6	35.9	45.6	49.0	56.1	485
Urban	25.7	30.6	36.7	43.1	48.9	56.7	64.9	71.3	630
Rural	21.7	26.5	35.5	40.8	43.2	49.5	53.5	70.4	569

Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013 ¹
Punjab	21.6	28.5	33.2	38.6	41.9	48.5	55.3	65.4	638
Sindh	28.0	30.0	39.1	44.9	52.8	59.3	65.3	75.4	549
KPK	20.8	24.5	36.4	43.5	44.8	52.9	57.9	74.4	686
Balochistan	28.1	32.2	45.7	48.1	52.6	61.9	64.9	84.8	587
<i>Clerks</i>									
Both sexes	24.7	26.4	40.9	41.7	47.1	55.5	60.4	69.5	556
Male	24.9	26.6	39.9	41.9	47.2	55.8	60.6	69.4	564
Female	23.9	14.9	58.4	32.2	38.3	44.7	53.4	70.5	402
Urban	25.7	27.2	43.6	44.8	49.3	56.5	63.6	70.5	561
Rural	23.2	25.0	34.4	36.9	41.8	52.8	53.6	67.9	547
Punjab	22.5	25.9	37.1	40.7	43.5	54.2	55.8	66.7	574
Sindh	27.7	26.4	46.1	43.3	50.9	56.8	65.8	69.2	541
KPK	24.5	28.0	38.7	38.4	49.5	54.7	59.4	78.5	567
Balochistan	25.4	29.2	43.8	48.6	52.1	56.9	63.9	79.9	602
<i>Service workers and shop & market sales workers</i>									
Both sexes	13.7	16.0	20.0	22.9	25.7	28.3	33.2	35.4	319
Male	13.9	16.0	19.8	22.9	25.5	28.4	33.1	35.4	320
Female	7.67	14.8	27.9	20.0	26.3	27.2	29.9	37.0	278
Urban	14.3	15.9	20.7	23.0	26.2	28.4	33.1	34.4	315
Rural	12.8	16.0	19.0	22.8	24.7	28.1	33.2	36.9	324
Punjab	12.7	16.3	18.8	22.4	24.9	27.1	32.2	33.0	377
Sindh	15.6	16.1	20.1	23.6	26.7	29.6	34.2	36.9	312
KPK	12.2	13.4	19.6	19.2	21.7	27.3	31.4	39.7	301
Balochistan	16.7	17.5	34.4	31.4	34.5	38.6	39.5	46.2	393
<i>Skilled agriculture & fishery workers</i>									
Both sexes	13.3	15.4	15.9	22.3	22.9	28.6	31.9	33.6	251
Male	13.6	15.3	16.4	23.4	23.7	29.0	31.5	34.1	265
Female	8.33	21.8	11.1	9.2	12.2	21.9	44.0	26.2	119

Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013 ¹
Urban	13.6	16.7	18.2	33.5	31.2	35.0	33.7	52.0	324
Rural	13.3	15.0	15.5	19.7	20.6	27.2	31.5	30.5	232
Punjab	9.45	13.7	14.8	21.2	20.8	25.9	29.6	30.9	313
Sindh	17.3	16.1	14.1	25.5	25.4	29.8	28.1	35.6	223
KPK	12.8	18.7	19.4	20.2	30.0	33.6	43.4	40.1	242
Balochistan	16.3	19.5	29.6	27.0	33.1	37.4	55.9	55.1	443
<i>Craft and related trade workers</i>									
Both sexes	15.5	16.0	19.8	23.6	28.0	30.9	36.1	39.1	299
Male	15.9	16.5	20.5	24.7	29.2	32.5	37.6	40.6	309
Female	8.78	10.2	12.2	13.7	16.6	16.1	20.1	21.2	169
Urban	15.3	16.8	19.6	24.6	29.8	31.8	35.7	39.1	298
Rural	15.7	15.1	20.0	22.6	26.1	29.9	36.4	39.2	301
Punjab	14.8	15.4	19.2	23.4	27.3	29.9	35.3	37.9	378
Sindh	17.4	17.3	20.5	24.2	30.5	32.2	36.0	38.7	287
KPK	14.8	16.7	21.8	24.0	28.2	34.5	41.5	49.0	294
Balochistan	17.1	17.4	29.9	29.5	33.3	37.2	45.4	46.6	389
<i>Plant and machinery operators and assemblers</i>									
Both sexes	16.0	17.2	19.4	23.4	26.3	28.8	34.6	36.8	303
Male	16.0	17.2	19.4	23.5	26.3	28.8	34.5	36.7	303
Female	13.1	12.6	13.7	16.1	32.5	24.0	26.2	42.7	192
Urban	16.8	19.3	20.0	25.0	28.9	30.9	37.5	37.9	315
Rural	15.5	15.3	18.7	2.21	24.3	27.3	31.9	35.9	292
Punjab	13.8	16.1	18.5	22.1	25.5	27.6	33.3	34.5	302
Sindh	17.8	19.6	19.6	25.7	29.3	30.9	35.9	36.9	287
KPK	21.2	14.4	20.2	22.7	23.3	27.9	34.9	42.1	325
Balochistan	17.6	20.4	25.8	27.4	30.9	36.3	40.2	48.2	372
<i>Elementary occupations</i>									
Both sexes	11.4	12.9	15.7	18.8	26.3	25.5	27.0	31.8	234

Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013 ¹
Male	12.3	13.5	16.7	20.0	26.3	26.2	28.2	33.6	253
Female	6.74	9.71	9.93	11.2	32.5	17.9	18.7	19.5	141
Urban	13.7	14.5	17.6	20.9	28.9	26.9	29.1	33.7	266
Rural	10.4	12.2	15.0	18.0	24.3	24.6	26.3	31.0	223
Punjab	10.7	12.5	14.9	18.1	25.5	24.9	26.3	30.3	294
Sindh	13.4	13.6	16.1	19.1	29.3	25.4	27.0	30.9	218
KPK	10.6	12.2	17.1	21.9	23.3	25.4	29.5	36.8	241
Balochistan	12.6	15.9	22.8	21.4	30.9	31.4	32.3	43.9	340

¹The figures of average hourly earnings for 2012–13 are based on the new Pakistan Standard Classification of Occupations (PSCO) 2011, which is derived from the International Standard Classification of Occupations 2008, while the figures of earnings from the earlier rounds of the LFS are based on older Pakistan Standard Classification of Occupations 1994 drawn from the International Standard Classification of Occupations 1988. In addition, the earnings for 2012–13 have been deflated with the newer CPI which is based on 2007–08 prices, as compared to the older CPI based on 2000–01 prices. Therefore, average hourly real earnings for 2012–13 are not directly comparable with the earlier figures.

Table 3 (b): Adequate earnings and productive work

Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013 ¹
Average monthly real earnings in Rs. (2000-01=1)									
Pakistan	3 387	3 662	3 869	4 144	4 228	4 036	4 074	4 037	7 036
Male	3 587	3 878	4 054	4 362	4 465	4 216	4 253	4 234	7 414
Female	2 051	2 323	2 639	2 624	2 511	2 781	2 780	2 703	4 631
Urban	4 045	4 423	4 607	4 912	5 023	4 764	4 831	4 711	8 396
Rural	2 824	3 009	3 232	3 498	3 553	3 399	3 416	3 484	5 951
Punjab	2 998	3 363	3 588	3 834	3 859	3 703	3 776	3 650	6 265
Male	3 267	3 656	3 856	4 144	4 187	3 966	4 037	3 903	6 755
Female	1 769	2 120	2 295	2 306	2 157	2 371	2 404	2 410	4 067
Urban	3 480	4 039	4 330	4 698	4 694	4 413	4 538	4 279	7 772
Rural	2 667	2 899	3 056	3 244	3 283	3 209	3 224	3 227	5 277
Sindh	4 385	4 417	4 367	4 751	5 035	4 734	4 746	4 747	8 151
Male	4 424	4 511	4 417	4 829	5 101	4 755	4 784	4 850	8 296
Female	3 768	3 118	3 808	3 662	3 956	4 469	4 222	3 540	6 309
Urban	4 809	4 941	4 908	5 217	5 515	5 178	5 260	5 218	8 993
Rural	3 253	3 190	3 275	3 762	3 929	3 632	3 648	3 743	6 553
KPK	3 209	3 299	3 726	4 136	4 109	3 963	3 929	4,192	7 880
Male	3 247	3 332	3 756	4 150	4 123	3 986	3 938	4 201	7 895
Female	2 565	2 899	3 325	3 936	3 920	3 619	3 808	4 065	7 664
Urban	3 774	3 923	4 555	4 575	4 622	4 785	4 532	4 940	9 078
Rural	3 057	3 109	3 481	4 004	3 947	3 696	3 745	3 979	7 544
Balochistan	3 359	3 877	4 989	4 731	5 299	4 810	4 557	4 778	9 058
Male	3 362	3 866	5 009	4 721	5 304	4 829	4 576	4 783	9 030
Female	3 362	4 130	4 318	5 052	5 152	4 374	4 084	4 562	9 992
Urban	3 238	4 845	5 502	5 263	5 609	5 496	5 178	5 240	10 481
Rural	4 351	3 517	4 691	4 449	5 131	4 438	4 249	4 528	8 188
Minimum wage as percentage of median wage (percentage)									
Pakistan	73	83	111	105	120	100	108	111	
Punjab									
Sindh									
KPK	76	88	105	102	120	100	100	100	
Balochistan									

¹ The average monthly real earnings for 2012–13 have been deflated by the new CPI based on 2007–08 prices and are thus not directly comparable with the earlier series.

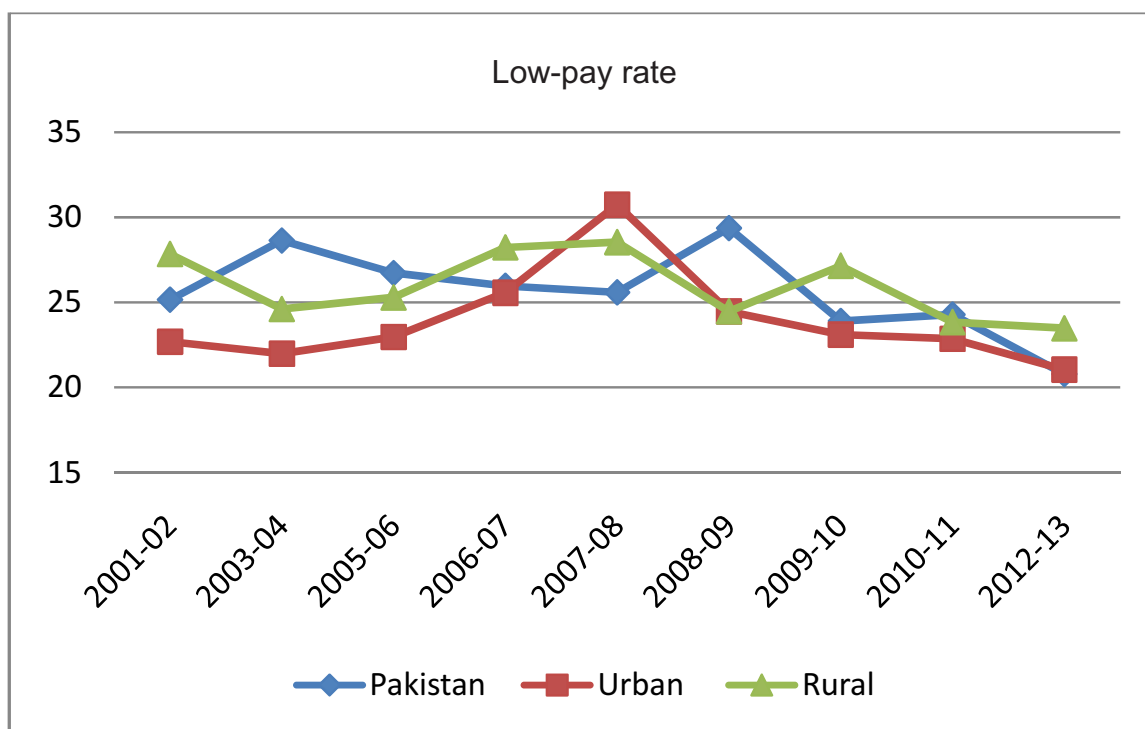
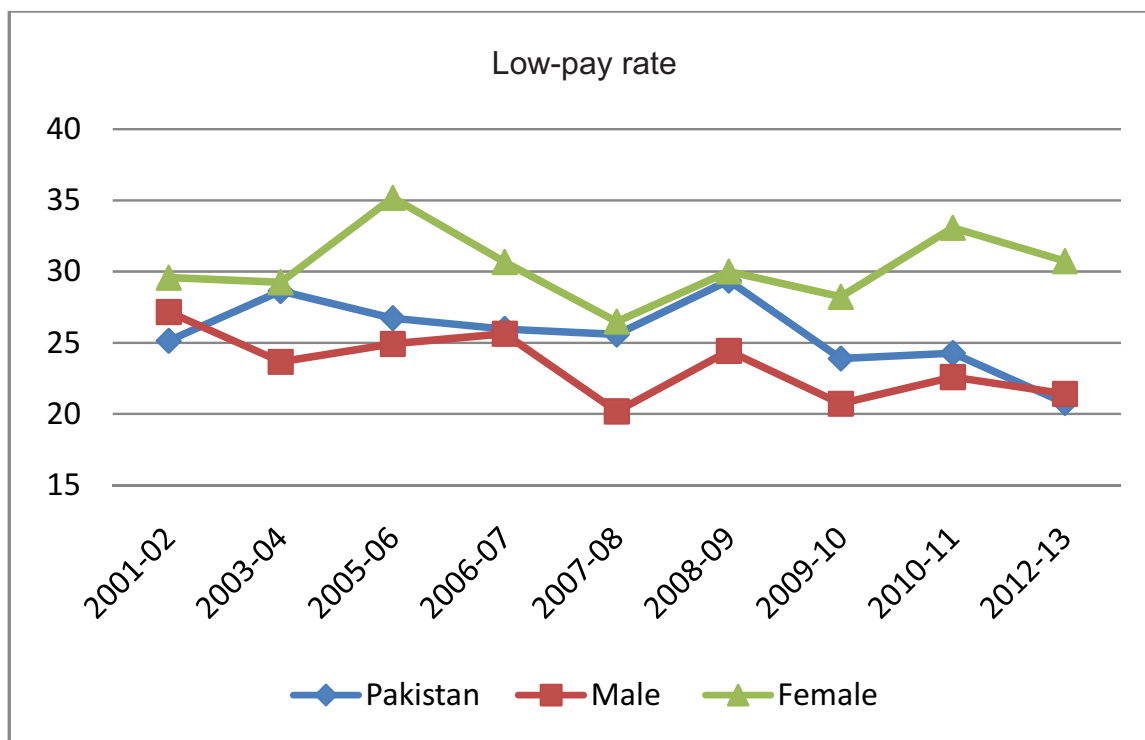
Table 3 (c): Adequate earnings and productive work

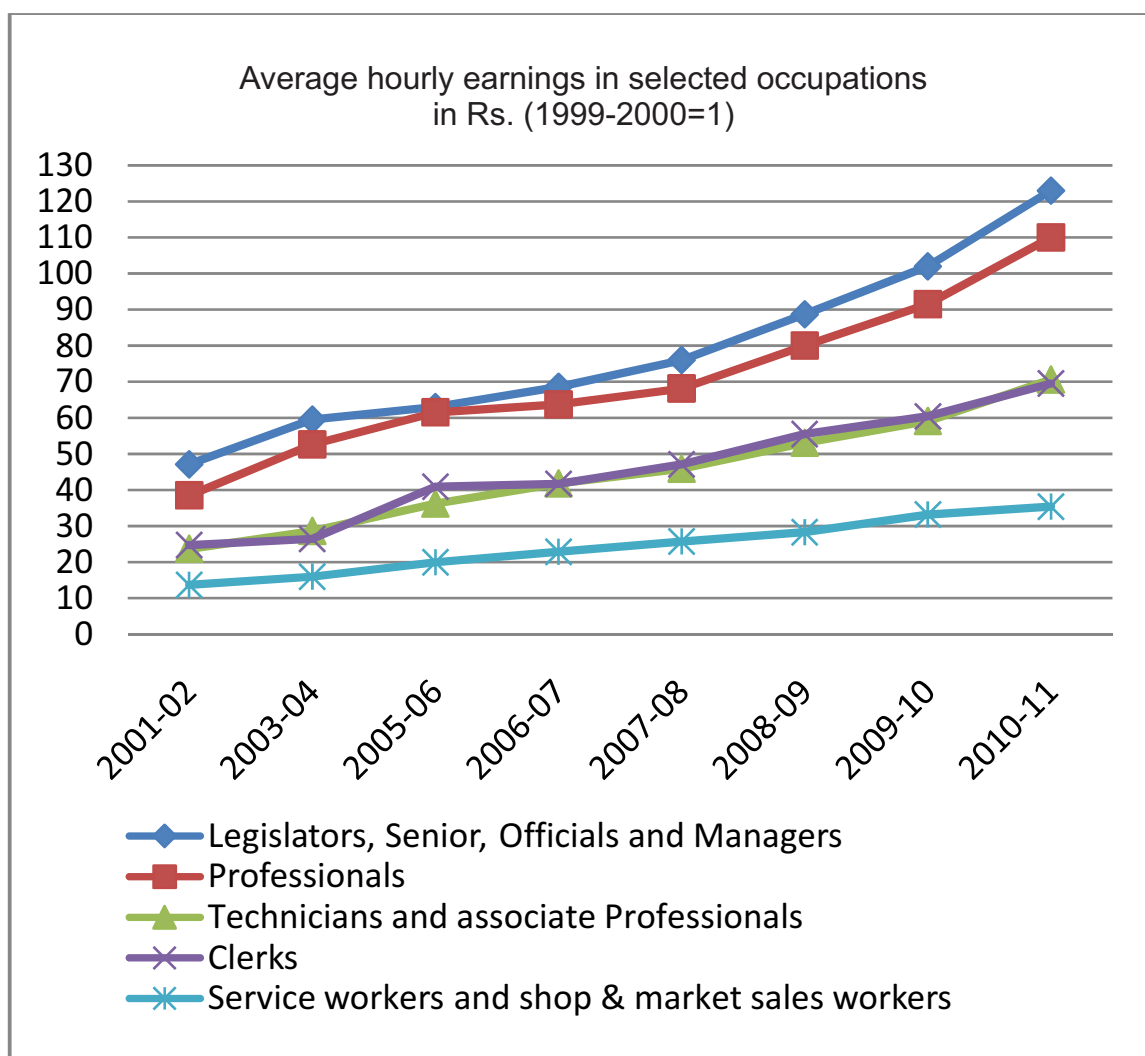
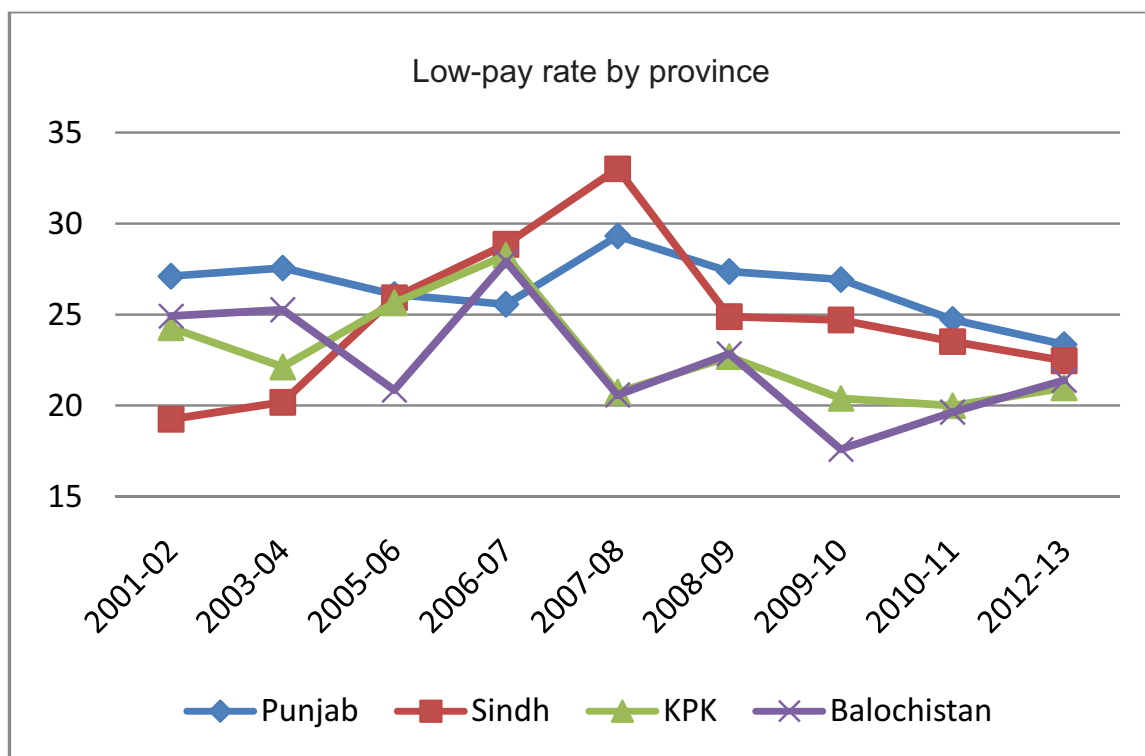
Decent Work Indicators	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013
Employees with recent job training (percentage)¹					
Pakistan	1.09	0.55	0.69	0.81	1.03
Male	1.01	0.50	0.68	0.73	1.06
Female	1.61	0.90	0.77	1.33	0.85
Urban	1.07	0.59	0.79	0.91	1.19
Rural	1.11	0.51	0.61	0.72	0.89
Punjab	1.37	0.62	0.80	0.78	1.14
Male	1.26	0.57	0.77	0.69	1.17
Female	1.98	0.89	0.97	1.25	0.97
Urban	1.32	0.70	0.99	0.86	1.21
Rural	1.41	0.57	0.67	0.73	1.09
Sindh	0.64	0.41	0.52	0.79	0.95
Male	0.67	0.40	0.56	0.68	1.01
Female	0.00	0.57	0.00	2.04	0.25
Urban	0.83	0.39	0.62	0.94	1.25
Rural	0.18	0.47	0.30	0.46	0.38
KPK	0.84	0.60	0.64	1.13	0.80
Male	0.89	0.50	0.66	1.19	0.82
Female	0.18	2.16	0.33	0.28	0.52
Urban	0.68	1.17	0.25	1.45	0.91
Rural	0.89	0.42	0.76	1.05	0.77
Balochistan	0.10	0.00	0.19	0.15	0.44
Male	0.10	0.00	0.20	0.08	0.42
Female	0.00	0.00	0.00	3.20	0.96
Urban	0.06	0.00	0.16	0.12	0.67
Rural	0.12	0.00	0.20	0.16	0.30

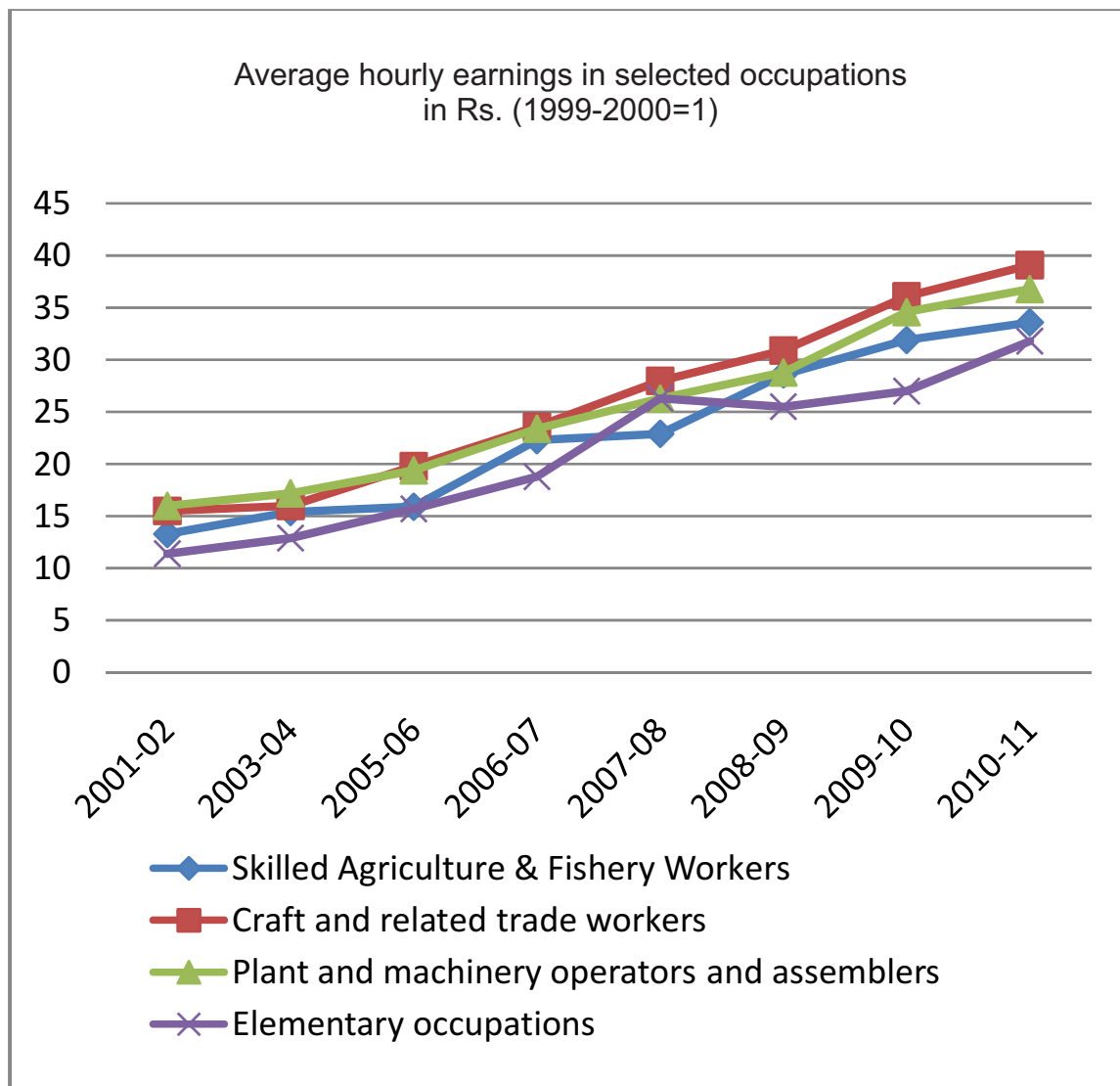
¹Data on the period of last training received are available only from the 2007–08 round of the LFS.

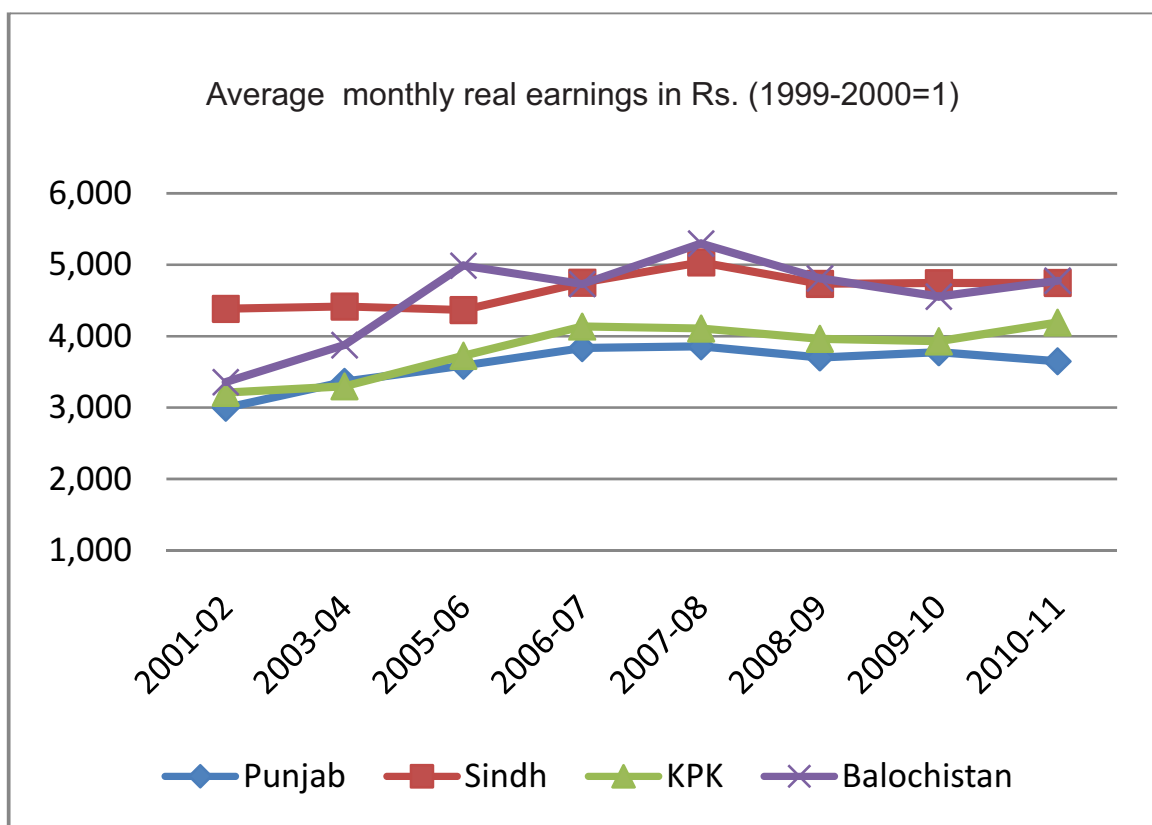
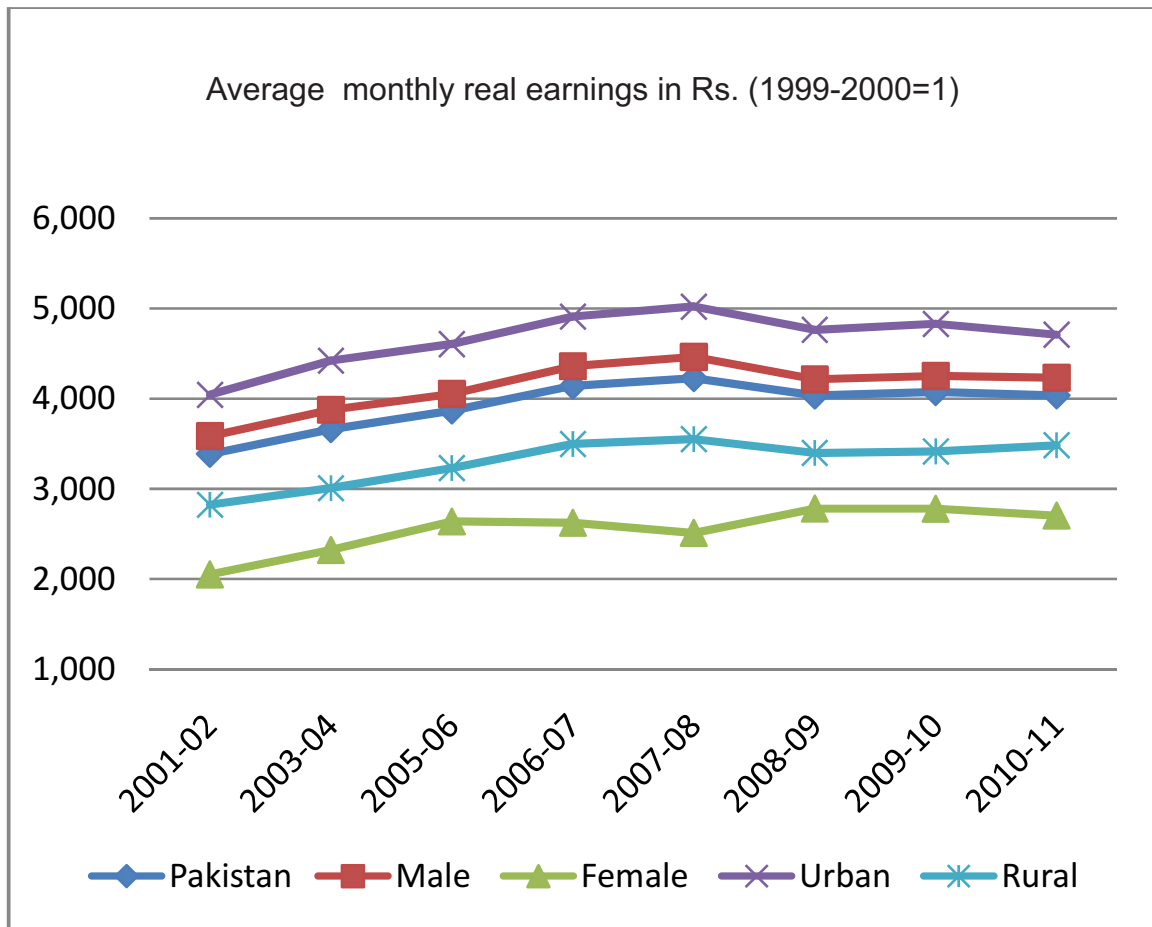
Source: PBS, LFS

3. Adequate earnings and productive work- Graphs











4 Decent working time

The number of hours worked is an important dimension of assessing decent work of the employed workforce in any country. An assessment of excessive or insufficient hours of work along with time-related under-employment can help to gauge the balance between professional and personal life. Excessive working hours usually indicate low hourly-wage rates and can be a threat to workers' long term physical and mental health, as well as declining productivity levels. On the other hand,

insufficient working hours signal under-utilization of the labour force, which can be brought about by lack of productive employment opportunities in the economy or by workers' willingness to supply fewer hours of work in the labour market. Time-related under-employment captures the segment of the employed workforce that is forced to work below normal hours due to the lack non-availability of full- time employment opportunities.

Legal Framework Indicator 5: Maximum hours of work

Law, policy or institutions:

- Mines Act, 1923
- Factories Act, 1934
- Road Transport Workers Ordinance, 1961
- West Pakistan Shops and Establishments Ordinance, 1969
- Khyber Pakhtunkhwa Factories Act, 2013

Section 2 (n) of the West Pakistan Shops and Establishments Ordinance, 1969 (W.P. Ordinance VIII of 1969) defines "hours of work" or "working hours" with reference to an establishment as the time during which the employees in the establishment are at the disposal of the employer, exclusive of any interval allowed for rest and meals.

Daily and weekly hours of work and overtime work are regulated by Chapters IV & IVA of the Factories Act, 1934, Chapter VI of the Mines Act, 1923 and Section 8 of the W.P. Shops and Establishment Ordinance, 1969, which provide that no worker will be required or permitted to work for more than nine hours (including rest) a day and 48 hours a week.

The Road Transport Workers Ordinance, 1961 regulates the working hours of persons employed in road transport service.

Notice of the periods during which workers may be required to work is to be displayed in every establishment. Overtime is payable at double the wage as defined in the Payment of Wages Act, 1936.

The Provincial Governments have appointed Inspectors in Departments of Labour and Mines to check implementation of the provisions of respective laws. The violators are accordingly prosecuted in the courts of competent jurisdiction.

Number of hours allowed: Under the Factories Act, 1934, no adult employee, defined as a worker who has completed his/her 18th year of age, can be required or permitted to work in any establishment in excess of nine hours a day and 48 hours a week. Similarly, no young person

under the age of 18 can be required or permitted to work in excess of seven hours a day and 42 hours a week.

The Factories Act, which governs the conditions of work of industrial labour, applies to factories employing ten or more workers. The Provincial Governments are further empowered to extend the provisions of the Act, even to factories with as few as five workers.

In factories, the periods and hours of work for all classes of workers in each shift must be notified and posted in a prominent place in the principal language in the industrial or commercial establishment. The law further provides that no worker shall be required to work continuously for more than six hours, unless he or she has had an interval for rest or meals of at least one hour. During Ramadan (the fasting month), special reduced working hours are observed in manufacturing, commercial and service organizations.

Where the factory is a seasonal one, an adult worker shall work no more than 50 hours in any week and no more than ten hours in any day. A seasonal factory, per Section 4 of the Factories Act is that which is exclusively engaged in one or more of the following manufacturing processes; cotton ginning, cotton or cotton jute pressing, the manufacture of coffee, indigo, rubber, sugar or tea. However, if such an adult worker in a factory is engaged in work which for technical reasons must be continuous throughout the day, the adult worker may work no more than 56 hours in any week.

Section Eight 8 of the West Pakistan Shops and Establishments Ordinance, 1969, likewise restricts weekly work hours to 48 hours. The Ordinance regulates persons employed in shops and commercial establishments, who are neither covered by the Factories Act nor by the Mines Act. The Ordinance is exclusive in the whole of Pakistan except for the Federally Administered Tribal Areas.

Section 22-B of the Mines Act, 1923 also fixes weekly hours of work for workers at 48 hours or eight hours each day, with the limitation of spread-over to 12 hours and intervals for rest for one hour every six hours. Section 22-C further limits the spread-over to eight hours for work done below ground level.

The Road Transport Workers Ordinance, 1961 stipulates that no workers shall be employed on a vehicle for more than five hours at a time before he has had an interval of rest of at least an hour, or for more than seven hours before he has had at least two such hours. Further, no such worker is employed for more than eight hours in a day and more than 48 hours in a week.

Evidence of implementation: Although Pakistan has not ratified the Hours of Work (Commerce and Offices) Convention, 1930 (No. 30), its principles are being implemented through the country's national legislation or in practice.

Coverage of workers in law: The provisions of the above mentioned labour laws are applicable to workers employed in formal sector enterprises only.

Ratification of ILO Conventions: Pakistan ratified the Hours of Work (Industry) Convention, 1919 (No. 1) on 14th July, 1921 **date of the Convention but not ratification** but has not ratified the Hours of Work (Commerce and Offices) Convention, 1930 (No. 30).

Sources: ILO: TRAVAIL legal database; NATLEX database.

The assessment of the working hours of the Pakistani workforce during the period under review shows that a large proportion of the employed worked excessive hours, i.e., above the international standard of 48 hours per week. In 2012–13, close to 39 per cent of the employed were working more than 48 hours a week, with this proportion declining from a high of 45.3 per

cent in 2003–04. The share of employed men working excessive hours was much higher than that of for employed women (47 percent vs. nine per cent), with this share rising for men and falling for women, during the period 2001–2013. This large gender gap in excessive working hours can be attributed to the prevailing socio-cultural norms that limit women's participation in

economic activities outside the home, as their primary duty is considered to be child-bearing and household management.

A higher percentage of the urban employed (48.5 per cent) is seen to be engaged in excessive working hours compared to their rural counterparts at 34.3 per cent. The gap between the proportion of urban and rural employed working excessive hours was very small in 2001–02 (45.9 per cent *vs.* and 42.5 per cent, respectively) but rose significantly due to the rising share of urban employed working more than 48 hours and the falling share of rural employed involved in excessive hours' work during the period 2001–2013, a trend consistent with the rising share of informal-sector employment in the country during the corresponding time period.

The provincial breakdown of the employed working excessive hours shows that the highest share of employed working over 48 hours a week was in the province of Sindh, while the lowest share was in KPK. The analysis by employment status shows that the majority of employers and the self-employed were working excessive hours at 63 per cent and 52 per cent, respectively. The proportion of paid employees working more than 48 hours a week was 37.8 per cent in 2012–13, while the share of unpaid family workers among the employed working excessive hours was the lowest at 19.7 per cent and declined during the period from 2001 to 2013. The gender disaggregation by employment status reveals that the share of girls and women females working excessive hours was substantially lower in all employment status categories compared to their male counterparts, except for the employer group where their share was quite close to that of their male counterparts (57 per cent *vs.* 63 per cent). However, it is pertinent to highlight that the System of National Accounts does not capture work done in the household by women, in the household and thus tends to underestimate the burden of work on women.

The distribution of the employed by weekly time bands shows that the highest proportion of the employed was found to be working between 35

and 48 hours per week, representing 46.5 per cent of the total employed in 2012–13. This proportion had slightly increased during the 12 years under review. The analysis of working hours by gender shows that half of employed women were working between 35 and 48 hours per week in 2012–13, compared to 43.3 per cent for men, with the proportion of women working in this hour band having increased from 43 per cent in 2001–02.

Nearly 15 per cent of the employed in 2012–13 were working less than 35 hours a week. This share had increased slightly from 12.5 per cent in 2001–02. The gender analysis reveals that a significant proportion (over two-fifths) of employed women were working less than 35 hours per week in 2012–13, compared to 6.8 per cent of their male counterparts. In addition, while the share of men working less than 35 hours a week decreased by around two percentage points, the share of women working fewer than 35 hours increased by up to three percentage points during 2001–2013. The urban-rural regional distribution shows that a higher proportion of the rural employed were under-utilized, *i.e.*, working less than 35 hours a week, in comparison to the urban employed (18.2 per cent *vs.* 7.5 per cent) in 2012–13, with this share declining for the urban employed and increasing for the rural employed between 2001 and 2013.

Time-related under-employment captures all employed individuals working fewer than 35 hours a week, who are willing and available for additional work, but unable to find additional work. This indicator thus measures the involuntary under-utilization of the labour force by removing the voluntary under-employed, who work fewer hours at their own free will. The under-employment rate has been low in Pakistan and declined between 2001 and 2008 (from 0.9 per cent to 0.5 per cent), but started rising subsequently to reach the same its initial level in 2012–13 as in 2001–02 in 2012–13 (Table 4). The comparison with the employed working fewer than 35 hours per week shows that voluntary under-employment has been the major cause of labour under-utilization in Pakistan and indicates

⁸ Detailed context-specific research needs to be undertaken in Pakistan's context to examine the likely causes of this voluntary under-utilization of the labour force.

that the lack of employment opportunities is not exclusively to blame for the current state of affairs.⁸

The gender disaggregation of time-related under-employment ed shows slightly higher under-employment rates for women during this period, as compared to men. As expected, under-employment rates were found to be higher in the

rural areas of the country and to have fluctuated over the years; nonetheless, a declining trend in under-employment can be observed over time. The provincial breakdown shows wide variations across provinces as well as fluctuations within provinces. Under-employment was observed to be highest in KPK and lowest in Balochistan, during the period under review (Table 4 (b)).

Legal Framework Indicator 6: Paid annual leave

- Mines Act, 1923
- Factories Act, 1934
- Industrial and Commercial (Standing Orders) Ordinance, 1968
- The Civil Servants Act, 1973 (Revised Leave Rules, 1980)
- Newspaper Employees Act, 1973
- Khyber Pakhtunkhwa Factories Act, 2013.

Law, policy or institutions.As provided in the Factories Act, 1934, every worker who has completed a period of twelve months' continuous service in a factory shall be allowed, during the subsequent period of twelve months, holidays for a period of fourteen consecutive days. If a worker fails in any one such period of twelve months to take the whole of the holidays allowed to him or her, any holidays not taken by him or her shall be added to the holidays allotted to him or her in the succeeding period of twelve months.

A worker shall be deemed to have completed a period of twelve months' continuous service in a factory notwithstanding any interruption in service during those twelve months brought about by sickness, accident or authorized leave, not exceeding ninety days in the aggregate for all three, or by a lock-out, or by a strike which is not an illegal strike, or by intermittent periods of involuntary unemployment not exceeding thirty days in the aggregate; and authorized leave shall be deemed not to include any weekly holiday allowed under Section 35 which occurs at beginning or end of an interruption brought about by the leave.

In addition to the 14 days of annual leave with pay, the Factories Act, 1934 provides that every worker is entitled to 10 days of casual leave with full pay and a further 16 days sick of medical leave on half pay. Casual leave is granted upon contingent situations such as sudden illness or any other urgent purpose. It should be obtained on prior application unless the urgency prevents the making of such application. As a customary practice, causal leave is approved in most cases. Sick leave, on the other hand, may be availed of on support of a medical certificate. Management should not refuse the leave asked for if it is supported by a medical certificate. In addition to the leave entitlements, workers enjoy festival holidays as declared by the Federal Government. The Provincial Governments, under the provisions of the Factories Act, 1934, notify all festival holidays in the Official Gazette. Additionally, every worker is entitled to enjoy all such holidays with pay on all days declared and notified by the Provincial Government. If, however, a worker is required to work on any festival holiday, one day's additional compensatory holiday with full pay and a substitute holiday shall be awarded.

Under agreements made with the Collective Bargaining Agent, employees who proceed on pilgrimage i.e., Hajj, Umra, Ziarat, (Religious Prayers a form of pilgrimage) are granted special leave up to 60 days.

The leaves allowed under the Factories Act, 1936 are also applicable to the workers covered by the Industrial and Commercial (Standing Orders) Ordinance, 1968.

As per the Mines Act, 1923, every person who has completed one year of continuous service in a

mine shall be allowed, during the subsequent period of twelve months, leaves to be calculated at the rate of one day for every seventeen days of work below ground and one day for every twenty days of work above ground. The annual leaves can be carried forward to the next year, but the maximum number of leaves in a year could not exceed twenty. In addition he is entitled to ten days' casual leave on full wages and sixteen days' sick leave on 'half-average' basis. The casual and sick leaves are not to be carried forward to the succeeding year. The mine worker is also entitled to festival holidays as announced by the respective Provincial Government.

Civil Servants are entitled to leaves as per the Civil Servants Act, 1973 (Revised Leave Rules, 1980), while the employees of Statutory Bodies are entitled to paid leaves as per their respective leave/service rules.

Evidence of implementation. No information has been made available to the ILO's supervisory bodies.

Coverage of workers in law. All persons employed in a factory, industrial and commercial and non-commercial establishments, mines, civil servants and employees of the corporations are covered by the above provisions.

Coverage of workers in practice. Although leave is not a right in Pakistan, it is covered by a statutory provision for workers in formal-sector enterprises. Paid leave is also sometimes granted in the informal sector, which is outside the scope of the Labour Laws.

Ratification of ILO Conventions: Pakistan has not ratified the Holidays with Pay Convention, 1936 (No. 52), the Holidays with Pay (Agriculture) Convention, 1952 (No. 101), or the Holidays with Pay Convention (Revised), 1970 (No. 132)

Sources: ILO: TRAVAIL legal database; NATLEX database.

Summary assessment

Some progress was achieved with regard to a reduction in the share of the employed working excessive hours during the period between 2001 and 2013, with a relatively smaller share of women working excessive hours (less than one-tenth) in 2012–13, along with a faster decline being observed for women. However, the total share (among men and women combined) working such hours remained on the high side (nearly two-fifths of the employed), especially in the province of Sindh: this results, emanating from the increasing share of informal-sector employment in overall employment prior to 2001. In the previous years. The analysis by employment status, moreover, shows that the self-employed and employers were more vulnerable to working excessive hours, compared to paid employees.

The share of employed working within the normal working hours, i.e., 35 to 48 hours a week, increased slightly over the 12 years under review, reaching almost half of the employed in 2012–13. The proportion of the employed working fewer

than 35 hours a week, broadly referred to as the under-utilized workforce, increased slightly from 12.5 per cent in 2001–02 to 15 per cent by 2012–13, with a higher share of the rural employed being under-utilized (18.2 per cent vs. 7.5 per cent). The incidence of time-related under-employment was found to be negligible in Pakistan (less than one per cent of total employment). The analysis thus reveals that voluntary under-employment was seen to be the major cause of labour under-utilization in Pakistan during the period under review: this and indicates that the lack of employment opportunities is not exclusively to blame for the current state of affairs.

In terms of policy, the review shows that the system of labour inspection needs to be strengthened, especially in the provinces of Sindh and Punjab, which are home to a higher share of the workforce engaged in excessive working hours. There is also a need to develop a framework for monitoring working hours and conditions for workers in the large and growing informal sector of the economy.

Table 4: Decent working time

Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-08	2008-09	2009-2010	2010-2011	2012-2013
Excessive hours (workers who worked more than 48 hours per week)									
Pakistan									
Both sexes	43.60	45.28	43.13	42.55	41.53	40.41	41.90	41.13	38.66
Males	48.08	51.45	50.44	50.21	49.49	48.78	50.51	49.73	46.92
Females	16.43	13.95	11.61	10.41	9.00	7.95	9.95	10.38	9.09
Urban	45.91	50.35	48.95	51.59	49.50	50.38	51.49	49.71	48.49
Rural	42.51	42.87	40.40	38.41	37.98	35.91	37.63	37.35	34.25
Punjab									
Both sexes	43.57	45.60	43.19	41.77	41.98	41.59	42.88	41.99	39.51
Males	49.72	54.29	53.50	52.29	51.70	51.55	53.58	52.83	50.04
Females	17.27	14.24	10.86	9.81	9.21	9.13	11.66	11.39	9.77
Urban	44.47	50.60	49.06	48.86	46.86	49.42	51.02	47.92	48.56
Rural	43.20	43.58	40.79	38.94	40.00	38.38	39.59	39.61	35.85
Sindh									
Both sexes	48.56	50.83	48.68	47.54	44.91	43.01	45.10	45.86	41.07
Males	50.91	53.25	51.96	51.53	50.52	49.68	51.42	52.22	46.97
Females	11.83	17.10	16.68	12.57	10.84	6.70	6.50	10.73	8.72
Urban	50.05	52.49	50.91	57.64	54.61	54.29	55.11	55.64	49.82
Rural	47.07	49.14	46.58	38.39	37.20	33.96	37.25	38.44	34.18
Khyber Pakhtunkhwa									
Both sexes	36.56	36.73	32.73	35.68	32.29	30.06	30.15	28.72	29.63
Males	38.34	40.43	36.74	39.26	38.69	36.85	35.94	34.47	35.21
Females	14.57	6.87	6.25	6.04	4.32	2.40	2.63	2.07	3.48
Urban	35.76	43.12	40.35	45.31	47.05	40.82	40.39	38.75	43.47

Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-08	2008-09	2009-2010	2010-2011	2012-2013
Paid employee	37.96	39.59	39.79	41.23	38.74	39.69	40.45	40.02	39.31
Employer	56.08	69.02	61.55	65.42	72.02	70.66	68.04	66.47	63.97
Self employed	62.40	68.63	65.45	69.79	67.71	68.45	70.61	66.85	65.69
Unpaid family helpers	37.98	46.76	44.72	48.02	46.59	47.99	47.29	42.67	42.83
Rural									
Paid employee	38.03	38.41	39.87	38.98	39.99	37.54	39.27	39.59	36.52
Employer	51.20	61.88	48.59	58.23	67.68	69.30	54.93	55.84	59.95
Self employed	51.38	54.11	52.57	50.47	51.10	49.37	51.90	49.13	46.81
Unpaid family helpers	31.81	30.62	25.10	22.99	20.67	19.70	20.08	20.69	16.37

Source: PBS, LFS

Table 4 (a): Decent working time

Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-08	2008-09	2009-2010	2010-2011	2012-2013
Weekly hours of work (standardized bands)									
Pakistan									
No hours actually worked									
Both sexes	0.71	0.76	1.17	0.64	0.62	0.56	0.47	0.70	0.53
Males	0.73	0.71	1.02	0.61	0.57	0.57	0.43	0.61	0.48
Females	0.63	0.98	1.83	0.76	0.80	0.50	0.60	1.01	0.68
Urban	0.60	0.77	1.14	0.65	0.56	0.47	0.46	0.64	0.41
Rural	0.77	0.75	1.19	0.63	0.64	0.60	0.47	0.72	0.58
1-14 Hours									
Both sexes	1.42	1.15	1.54	1.14	1.39	1.48	1.55	1.41	1.38
Males	0.76	0.53	0.64	0.58	0.55	0.50	0.61	0.56	0.52
Females	5.43	4.32	5.45	3.47	4.82	5.26	5.06	4.48	4.45
Urban	1.04	0.82	0.92	0.66	0.73	0.66	0.57	0.68	0.41
Rural	1.60	1.31	1.84	1.35	1.68	1.85	1.99	1.74	1.81
15-29 Hours									
Both sexes	7.03	7.21	8.26	8.42	8.03	8.63	7.79	8.32	9.57
Males	4.13	3.52	3.90	3.42	3.18	3.69	3.08	3.29	3.62
Females	24.58	25.97	27.00	29.41	27.84	27.79	25.26	26.32	30.86
Urban	3.66	3.46	3.87	3.41	3.15	4.05	2.92	3.54	4.71
Rural	8.61	8.99	10.31	10.72	10.20	10.70	9.96	10.43	11.75
30-34 Hours									
Both sexes	4.29	4.80	3.90	4.25	3.22	3.70	3.30	3.77	3.39
Males	3.30	3.12	2.88	3.00	2.27	2.66	2.25	2.55	2.21
Females	10.27	13.31	8.29	9.45	7.07	7.73	7.19	8.15	7.61
Urban	3.87	3.15	2.58	2.69	2.01	2.48	2.32	2.56	1.94

Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-08	2008-09	2009-2010	2010-2011	2012-2013
35-39 Hours									
Rural	4.49	5.58	4.52	4.96	3.76	4.25	3.74	4.31	4.04
Both sexes									
Males	9.65	9.58	11.40	12.05	13.16	13.37	13.75	13.81	12.42
Females	8.24	7.89	8.45	9.09	9.48	9.20	9.28	9.17	8.36
Urban	18.21	18.19	24.12	24.44	28.17	29.56	30.37	30.39	26.94
Rural	7.24	6.22	7.66	7.22	7.47	7.41	7.14	7.83	6.36
40-48 Hours									
Rural	10.79	11.18	13.16	14.25	15.69	16.06	16.70	16.44	15.14
49 Hours or more									
Rural									
Both sexes									
Males	33.30	31.22	30.59	30.96	32.06	31.85	31.23	30.86	34.06
Females	34.76	32.78	32.66	33.09	34.45	34.60	33.84	34.10	37.89
Urban	24.45	23.28	21.69	22.04	22.29	21.19	21.56	19.27	20.36
Rural	37.68	35.22	34.87	33.78	36.57	34.55	35.09	35.04	37.69
Rural	31.23	29.31	28.59	29.68	30.06	30.63	29.51	29.01	32.43
49 Hours or more									
Rural									
Both sexes									
Males	43.60	45.28	43.13	42.55	41.53	40.41	41.90	41.13	38.66
Females	48.08	51.45	50.44	50.21	49.49	48.78	50.51	49.73	46.92
Urban	16.43	13.95	11.61	10.41	9.00	7.95	9.95	10.38	9.09
Rural	45.91	50.35	48.95	51.59	49.50	50.38	51.49	49.71	48.49
Rural	42.51	42.87	40.40	38.41	37.98	35.91	37.63	37.35	34.25
Punjab¹									
No hours actually worked									
1-14 Hours	0.69	0.82	1.22	0.74	0.69	0.46	0.52	0.73	0.59
15-29 Hours	1.82	1.41	1.76	1.30	1.60	1.32	1.16	1.39	1.24
30-34 Hours	7.92	8.34	9.76	10.75	9.48	9.49	9.17	9.72	10.75
35-39 Hours	4.61	4.86	3.95	4.34	2.99	3.50	3.34	3.97	3.36
40-48 Hours	10.11	9.92	11.06	11.66	12.66	12.76	12.95	13.14	11.95
49 Hours or more	31.28	29.05	29.06	29.43	30.60	30.88	29.98	29.06	32.60
49 Hours or more	43.57	45.60	43.19	41.77	41.98	41.59	42.88	41.99	39.51

Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-08	2008-09	2009-2010	2010-2011	2012-2013
Sindh									
No hours actually worked	0.23	0.35	0.78	0.18	0.08	0.15	0.16	0.22	0.19
1-14 Hours	0.47	0.54	0.32	0.31	0.38	0.56	0.64	1.07	0.75
15-29 Hours	3.96	3.50	2.75	2.65	3.67	5.64	3.67	4.87	7.20
30-34 Hours	3.77	3.90	3.44	3.51	2.83	3.79	2.84	2.75	3.12
35-39 Hours	8.17	7.64	10.38	12.84	13.92	15.41	15.92	14.95	12.85
40-48 Hours	34.84	33.23	33.64	32.98	34.21	31.43	31.66	30.28	34.82
49 Hours or more	48.56	50.83	48.68	47.54	44.91	43.01	45.10	45.86	41.07
Khyber Pakhtunkhwa									
No hours actually worked	1.74	1.36	2.19	1.22	1.57	2.03	0.95	1.71	1.02
1-14 Hours	1.27	1.34	3.64	2.37	2.89	4.67	6.25	2.65	3.88
15-29 Hours	8.49	9.99	14.33	8.80	12.25	12.93	11.36	10.73	11.61
30-34 Hours	3.55	6.66	4.80	5.46	5.67	4.83	4.44	5.47	5.02
35-39 Hours	9.71	11.30	13.58	13.74	13.60	13.01	13.13	14.20	12.32
40-48 Hours	38.68	32.62	28.75	32.74	31.74	32.47	33.72	36.52	36.53
49 Hours or more	36.56	36.73	32.73	35.68	32.29	30.06	30.15	28.72	29.63
Balochistan									
No hours actually worked	0.99	0.55	0.19	0.25	0.12	0.18	0.21	0.25	0.39
1-14 Hours	1.13	0.27	0.04	0.26	0.13	0.29	0.17	0.40	0.36
15-29 Hours	6.60	4.40	2.57	6.24	1.29	2.22	2.13	1.51	1.62
30-34 Hours	4.22	4.22	3.51	3.89	1.90	2.96	2.39	2.33	1.13
35-39 Hours	10.80	11.28	16.09	9.02	14.43	11.09	14.41	15.75	16.67
40-48 Hours	41.15	48.39	39.47	37.05	41.21	46.28	40.65	45.61	43.47
49 Hours or more	35.11	30.89	38.14	43.28	40.92	36.97	40.03	34.16	36.37

¹ The detailed breakdown by gender and region for each province is presented in Annex Table 3.

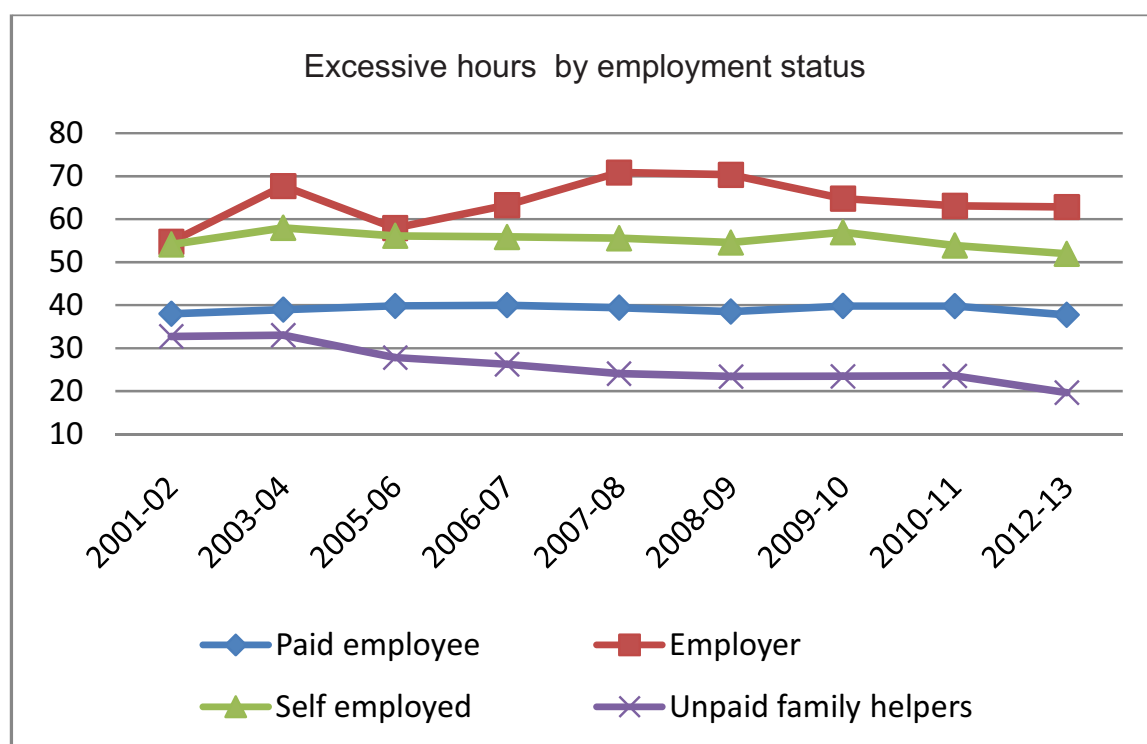
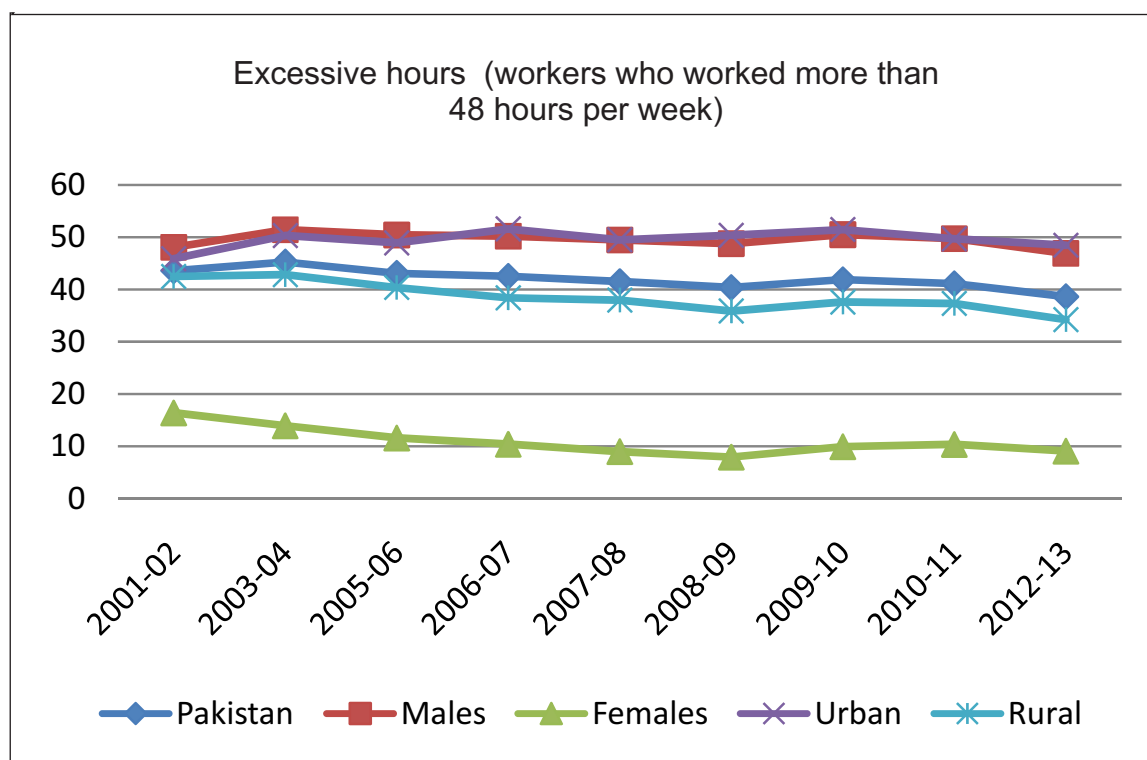
Source: PBS, LFS

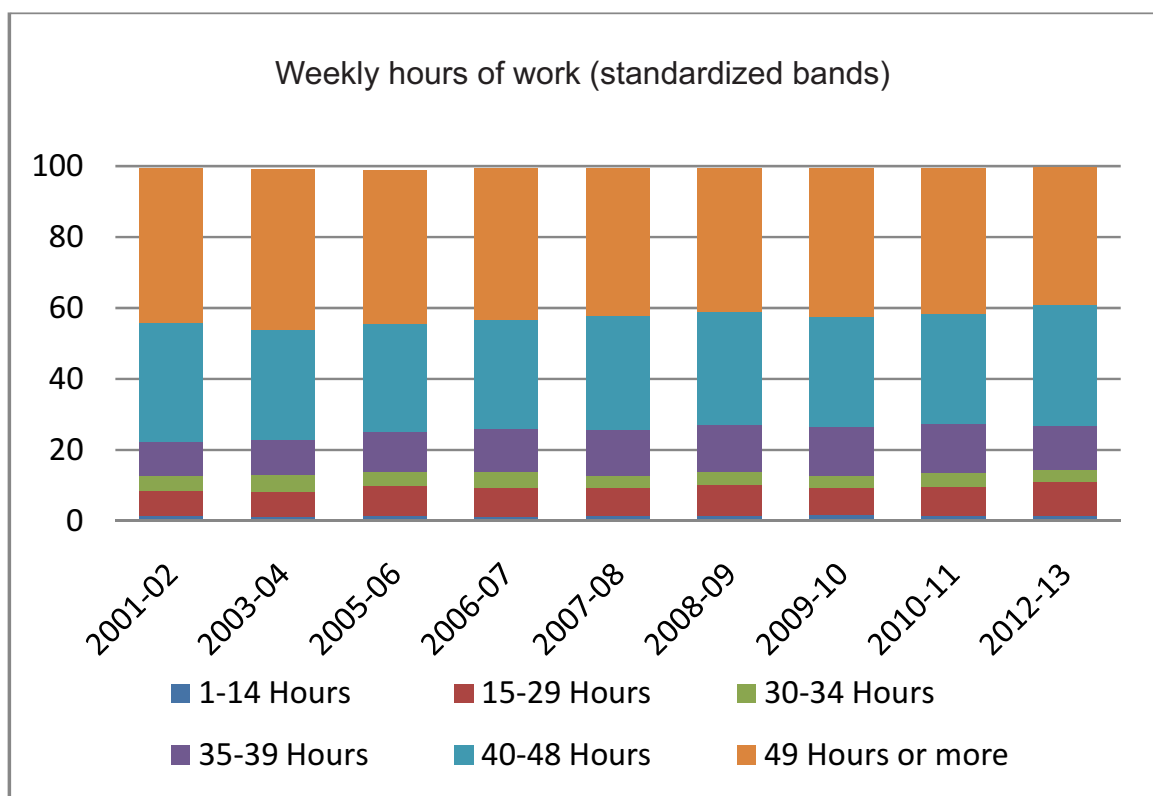
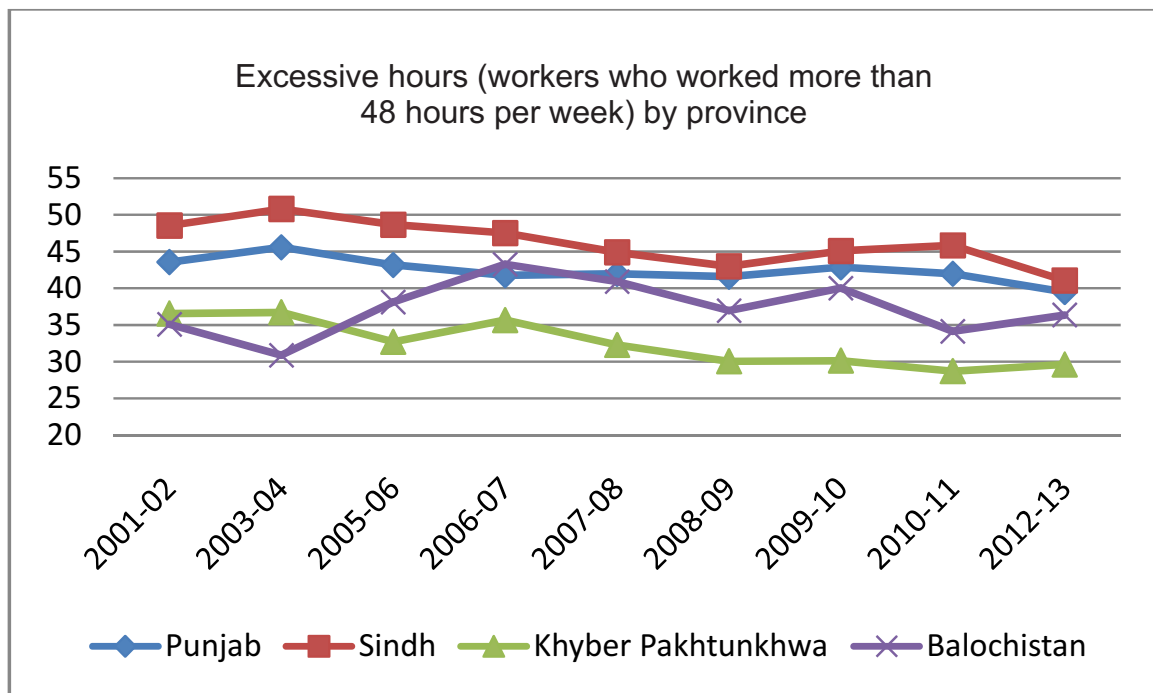
Table 4(b): Decent working time

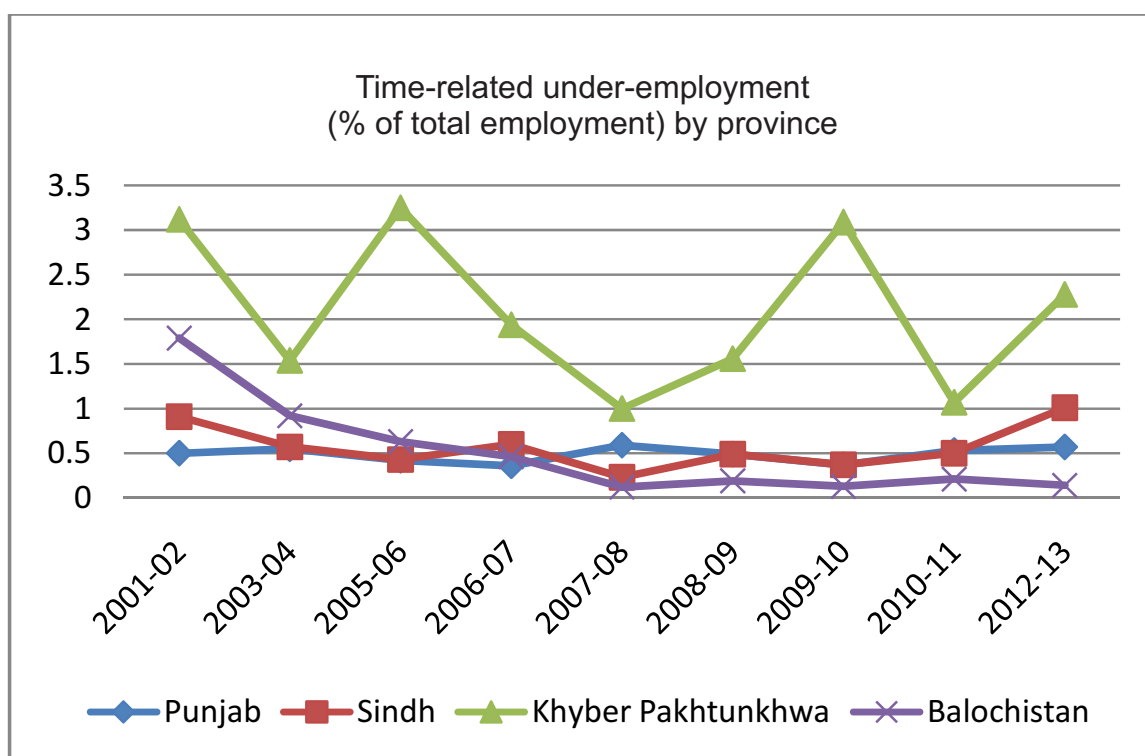
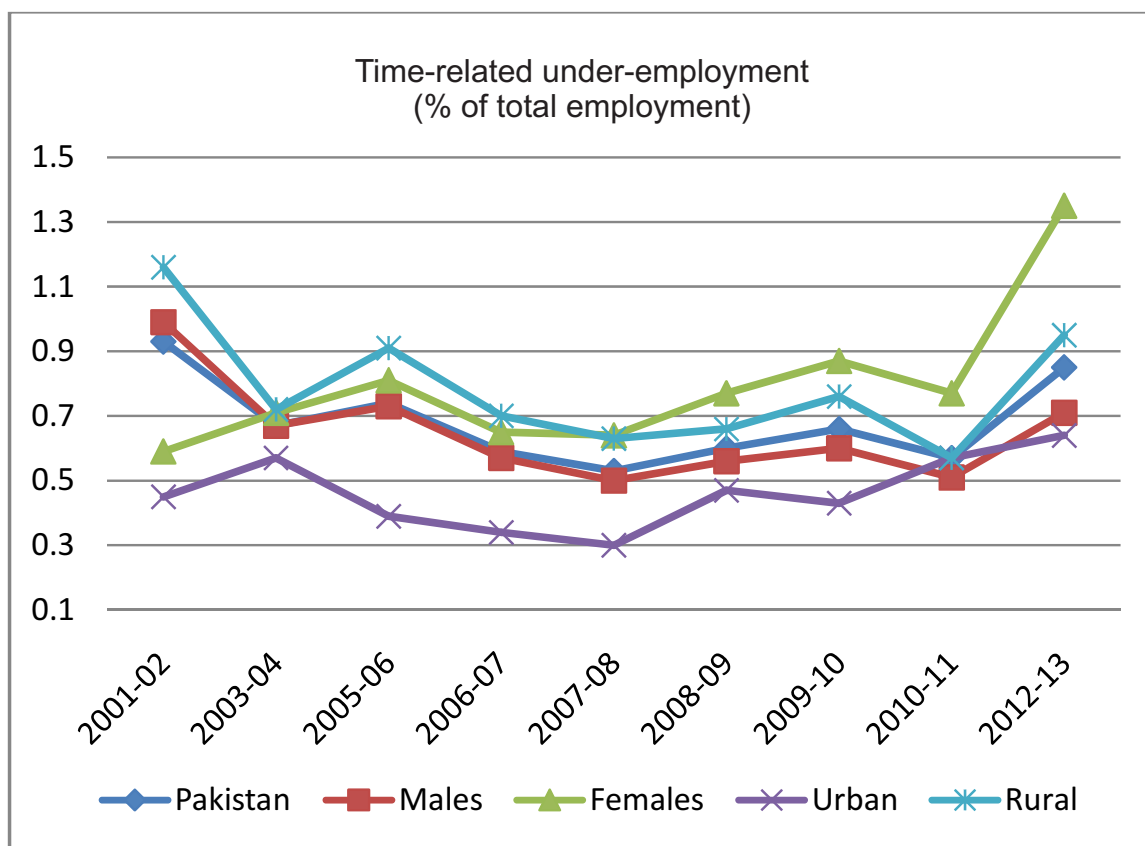
Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-08	2008-09	2009-2010	2010-2011	2012-2013
Time-related underemployment (percentage of total employment)									
Pakistan	0.93	0.67	0.74	0.59	0.53	0.60	0.66	0.57	0.85
Males	0.99	0.67	0.73	0.57	0.50	0.56	0.60	0.51	0.71
Females	0.59	0.71	0.81	0.65	0.64	0.77	0.87	0.77	1.35
Urban	0.45	0.57	0.39	0.34	0.30	0.47	0.43	0.57	0.64
Rural	1.16	0.72	0.91	0.70	0.63	0.66	0.76	0.57	0.95
Punjab	0.50	0.55	0.42	0.36	0.59	0.49	0.37	0.53	0.57
Males	0.48	0.55	0.35	0.29	0.49	0.38	0.25	0.47	0.36
Females	0.60	0.53	0.67	0.56	0.90	0.85	0.71	0.68	1.18
Urban	0.47	0.60	0.36	0.32	0.44	0.46	0.44	0.56	0.70
Rural	0.52	0.53	0.45	0.37	0.64	0.50	0.34	0.51	0.52
Sindh	0.91	0.57	0.43	0.60	0.23	0.49	0.37	0.50	1.01
Males	0.94	0.50	0.33	0.51	0.26	0.43	0.39	0.33	0.83
Females	0.47	1.62	1.37	1.42	0.05	0.83	0.24	1.44	1.98
Urban	0.37	0.43	0.30	0.22	0.08	0.49	0.40	0.55	0.47
Rural	1.45	0.72	0.54	0.95	0.36	0.49	0.34	0.46	1.43
Khyber Pakhtunkhwa	3.12	1.54	3.25	1.94	1.00	1.56	3.09	1.07	2.28
Males	3.31	1.53	3.49	2.11	1.23	1.87	3.01	1.23	2.38
Females	0.77	1.57	1.68	0.60	0.02	0.30	3.44	0.32	1.80
Urban	0.89	1.45	1.42	1.39	0.42	0.70	0.67	0.83	1.30
Rural	3.56	1.55	3.60	2.06	1.12	1.73	3.57	1.12	2.48
Balochistan	1.79	0.92	0.63	0.46	0.12	0.19	0.13	0.21	0.14
Males	1.88	0.95	0.72	0.52	0.13	0.21	0.14	0.21	0.15
Females	0.00	0.49	0.00	0.00	0.00	0.00	0.04	0.17	0.00
Urban	0.32	0.00	0.03	0.09	0.14	0.05	0.11	0.20	0.14
Rural	2.10	1.17	0.79	0.56	0.12	0.23	0.14	0.21	0.14

Source: PBS, LFS

4. Decent working time - Graphs







5 Combining work, family and personal life

Maintaining a proper balance between work, family and personal life is an important dimension of decent work. In this regard, the ILO's Workers with Family Responsibilities Convention, 1981 (No. 156) is a key international commitment, which has not been ratified by Pakistan. While Pakistan has not ratified this Convention, However, certain existing labour

laws contain some provisions with regard to hours of work, different forms of leave and other aspects of work and family balance, although coverage remains limited (see Legal Framework Indicator 6: Paid annual leave; Legal Framework Indicator 7: Maternity leave; and Legal Framework Indicator 8: Parental leave).

Legal Framework Indicator 7: Maternity leave

- The Mines Maternity Benefits Act, 1941
- The West Pakistan Maternity Benefit Ordinance, 1958
- The Provincial Employees Social Security Ordinance, 1965
- The Civil Servants Act, 1973 (Revised Leave Rules, 1980)
- Khyber Pakhtunkhwa Maternity Benefits Act, 2013

Law, policy or institutions: While Article 37 of the Constitution makes reference to maternity benefits for women in employment, there are four different laws covering the issue of maternity leave and work-related benefits. These laws are; (1) The Mines Maternity Benefits Act, 1941, (2) The West Pakistan Maternity Benefit Ordinance, 1958, (3) The Provincial Employees Social Security Ordinance, 1965 and (4) The Civil Servants Act, 1973 (Revised Leave Rules, 1980).

Qualifying conditions: The eligibility condition for these laws differs: under the Mines Maternity Act, a woman must be employed in the mine for a period of not less than six months preceding the date of her delivery, while the Maternity Benefits Ordinance requires that a woman must be employed for a period of not less than four months preceding the day she delivers a child. A woman worker is eligible for maternity benefits under the Provincial Employees Social Security Ordinance if contributions were paid under the Ordinance in her respect for at least six months in the preceding 12 months. The Civil Servants Act, 1973 (Revised Leave Rules, 1980) covers only civil servants. Any conditions for entitlement?

Benefits (level and duration): Under the Mines Maternity Benefits Act and the Maternity Benefit Ordinance, every employed woman is entitled to a maximum of 12 weeks of fully-paid maternity leave. She can take this leave six weeks pre-natal and six weeks post-natal. A woman on maternity leave is to be paid at the rate equal to her last paid wages. According to the Revised Leave Rules 1980, a female civil servant is eligible for 90 days (around 13 weeks) maternity leave on full wages.

Financing: By the employer.

Evidence of implementation: No information has been made available to the ILO's supervisory bodies.

Coverage of workers in law: The Mines Maternity Benefits Act is applicable to all the mines

governed under the Mines Act 1923. The West Pakistan Maternity Benefits Ordinance 1958 is applicable to all the organizations, establishments (whether industrial or commercial) and factories as defined under the Factories Act, 1934. The Provincial Employees Social Security Ordinance 1965 is applicable to all establishments and stipulates maternity benefits and medical care during pregnancy. The Civil Servants Act 1973 and Revised Leave Rules 1980 govern maternity leave provisions for civil servants.

Coverage of workers in practice: The laws cover the formal (industrial, commercial and mineral) sector and public servants.

Ratification of ILO Conventions: Pakistan has not ratified the Maternity Protection (Revised) Convention, 1952 (No. 103), the Maternity Protection Convention, 2000 (No. 183), or the Social Security (Minimum Standards) Convention, 1952 (No. 102).

Sources: ILO: TRAVAIL legal database; NATLEX database.

With no internationally-defined ILO indicators by ILO being available for this aspect of decent work, the profile has made use of three statistical indicators to measure progress against this dimension of decent work in Pakistan. These indicators are include: i) the proportion of the employed who are married, ii) the proportion of the employed who are household heads and iii) the proportion of the employed who are working at home. The first two indicators show the share of the employed who have “double burdens”, both as workers and as family members, which requires them to strike a balance between both competing demands on their time. The share of the employed working at home is likely to indicate the need for flexibility in managing work and family responsibilities.

The proportion of the employed above 15 years of age who are married has remained more or less constant over the 12 years under review, staying in the range of 67 to 69 per cent, with this share shown to be slightly higher and on the increase for women, as compared to men. The share of married employed was higher in the rural areas of the country, where it varied between within the range of 69 and 71 per cent, while in the urban areas this share fluctuated from a low of 62.6 per cent in 2005–06 to a high of 66.3 per cent in 2012–13. The provincial analysis shows that this share has historically been highest in Balochistan, and that it fluctuated from a high of 76.5 per cent in 2003–04 to a low of 70.3 per cent in 2012–13. In the case of Punjab, the share of employed who are married increased from 67 per cent in 2001–02 to 69.7 per cent in 2012–13.

Legal Framework Indicator 8: Parental leave

- Revised Leave Rules, 1981

Law, policy or institutions: Paid paternity leave for new fathers is not usually provided under the labour legislation for the private sector. However, the Government of Punjab amended the Revised Leave Rules, 1981 on 30th October, 2012 and now a male civil servant can take paternity leave.

Benefits (levels and duration): Paid leave of a maximum of seven days outside his leave account immediately on or after the birth of a child. However, this paternity leave on full pay is admissible only two times during the entire service.

Qualifying conditions: Permanent employees of the Provincial Government of Punjab.

Financing: By employer.

Evidence of implementation: The benefit is available only in the province of the Punjab to the provincial civil servants through the Revised Leave Rules, 1981.

Coverage of workers in law: All permanent employees of the Provincial Government of the Punjab.

Coverage of workers in practice: All permanent employees of the Provincial Government of the Punjab.

Ratification of ILO Conventions: Pakistan has not ratified the Workers with Family Responsibilities Convention, 1981 (No. 156).

Sources: ILO: TRAVAIL legal database; NATLEX database.

Another indicator used for measuring this dimension of decent work is the proportion of the employed who are household heads. Data for this series show that the share of the employed who have the additional responsibility of being the household head declined significantly between 2001 and 2010, from close to 51 per cent in 2001–02 to 43 per cent in 2008–09, but then increased to reach 45.2 per cent in 2012–13. The gender-disaggregation reveals large disparities, with over 56 per cent of the employed males being household heads in 2012–13, compared to just 5.5 per cent of their female counterparts, implying that during the period under review men were at a higher risk of not being able to balance their work, family and personal lives.

The urban-rural regional divide shows a higher urban than rural that this share was found to be higher in urban than in rural areas as compared to rural areas (at 49.3 per cent vs. 43.4 per cent respectively,) and that the rural share declined significantly in the rural areas latter during the period 2001–2010. The higher proportion of employed household heads in urban areas can be explained by the wider prevalence of a nuclear family structures, compared to the traditional joint family/ extended family system generally present in the rural areas of the country, where the economic burden is shared more widely within the extended family. In terms of provincial distribution, the share declined was on a generally declining trend in the largest province of Punjab during over the period under review, with slight variations across the years (Table 5). In the other three provinces, this share also fell during the period 2001–09, with the highest decline being in Balochistan (from 61.5 per cent in 2001–02 to 47.8 per cent in 2008–09), followed by that in Sindh (58.4 per cent to 43.9 per cent).

A small share of the employed work at home in Pakistan, which was: this was in the range of six to nine per cent during 2001–2013, with a much higher share of women than men working at home. as compared to men. The share of women

working at home varied from a low of 24.9 per cent in 2006–07 to a high of 31.1 per cent in 2010–11. A higher share of the rural employed was found to be working at home compared to their urban counterparts. The provincial disaggregation shows that this share was highest in Punjab and lowest in Sindh during the entire period under review (Table 5 (a)). The gender distribution across the provinces reveals that the share of women working at home was highest in KPK (in the range of 50 to 56 per cent between 2009 and 2013) and the lowest was in >>>.

Summary assessment

The last two decades have seen changes in the traditional family structures in Pakistan, with increasing urbanization and the entry of women into the labour market. A The significant majority of employed women in the country is married and thus faces a dual burden of managing work and family responsibilities. The breakdown of the extended family system in urban areas has put women at higher risk, which has to some extent been mitigated by women working at home in a more flexible type of work — close to a third of employed women are engaged in this form sort of employment.

For working men, the difficulties of combining situation work, family and personal life have been exacerbated by the increasing share of employment in the informal sector of the economy and the resulting longer working hours. Some progress on this front was observed in the period under review with regard to the decline in the proportion of the employed men who are household heads. , noting that women are less vulnerable on this front. Pakistan has adopted some legal provisions to protect the work, family and personal balance of the workforce, but a lot more needs to be done, especially with regard to regulating working hours and conditions in the informal sector segment of the economy, which has emerged as the largest employer outside the agricultural sector.

Table 5: Combining work, family and personal life

Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-13
Proportion of employed who are married 15+ (percentage)									
Pakistan									
Both sexes	68.33	67.58	67.11	67.42	67.92	67.83	67.95	68.93	69.62
Male	68.52	67.35	66.54	66.98	67.22	67.18	67.38	68.53	68.96
Female	67.20	68.74	69.59	69.26	70.81	70.34	70.09	70.38	71.98
Urban	64.21	62.88	62.62	62.88	64.91	63.84	64.46	65.38	66.27
Rural	70.28	69.82	69.21	69.50	69.26	69.63	69.51	70.50	71.12
Punjab									
Both sexes	66.99	66.73	66.93	66.86	67.05	67.41	67.87	68.41	69.74
Male	66.93	66.01	66.43	66.34	66.58	66.90	67.34	68.10	69.25
Female	67.22	69.29	68.52	68.46	68.64	69.08	69.44	69.26	71.11
Urban	63.00	61.93	62.67	62.53	63.99	63.27	64.47	65.27	66.26
Rural	68.64	68.66	68.68	68.59	68.28	69.12	69.25	69.66	71.14
Sindh									
Both sexes	69.47	68.45	65.77	66.90	68.65	67.21	66.88	68.35	67.85
Male	69.61	68.64	65.12	66.24	67.26	66.05	65.77	67.45	66.86
Female	67.24	65.81	72.08	72.72	77.13	73.52	73.65	73.33	73.31
Urban	65.24	63.01	61.78	62.44	65.67	63.41	63.36	64.42	65.36
Rural	73.67	73.96	69.51	70.94	71.03	70.26	69.64	71.33	69.81
Khyber Pakhtunkhwa									
Both sexes	70.90	67.09	69.05	69.19	69.47	69.70	69.18	70.95	72.65
Male	71.50	67.56	68.72	69.48	68.60	69.33	69.57	70.63	71.68
Female	63.58	63.27	71.25	66.81	73.26	71.20	67.31	72.41	77.15
Urban	66.02	65.53	64.18	63.90	65.28	66.50	67.07	67.51	68.56
Rural	71.85	67.40	69.99	70.25	70.28	70.31	69.59	71.64	73.50
Balochistan									
Both sexes	75.58	76.53	71.86	73.68	71.80	72.23	72.34	74.81	70.30
Male	75.28	76.19	70.26	72.58	71.24	71.47	71.72	74.54	70.55
Female	81.79	80.85	84.38	81.89	77.58	79.39	78.00	77.78	67.94
Urban	74.46	74.76	69.13	73.03	72.65	74.26	72.33	74.51	72.01
Rural	75.81	77.01	72.58	73.84	71.58	71.65	72.35	74.89	69.80

Table 5(a): Combining work, family and personal life

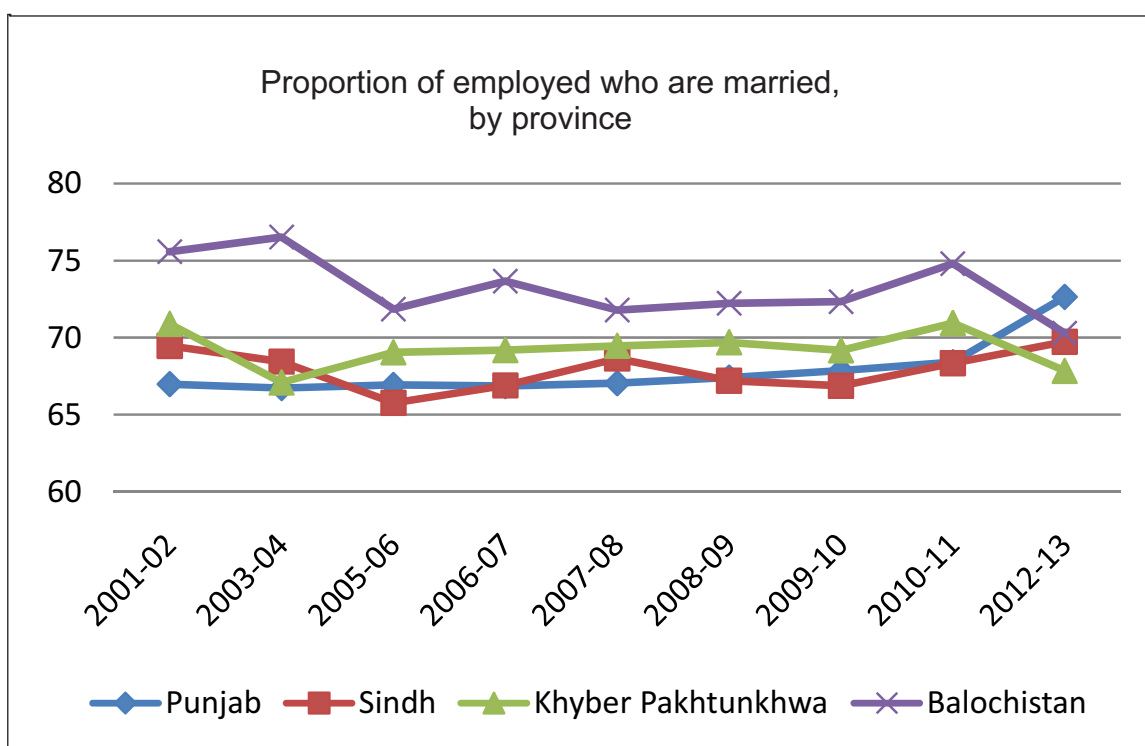
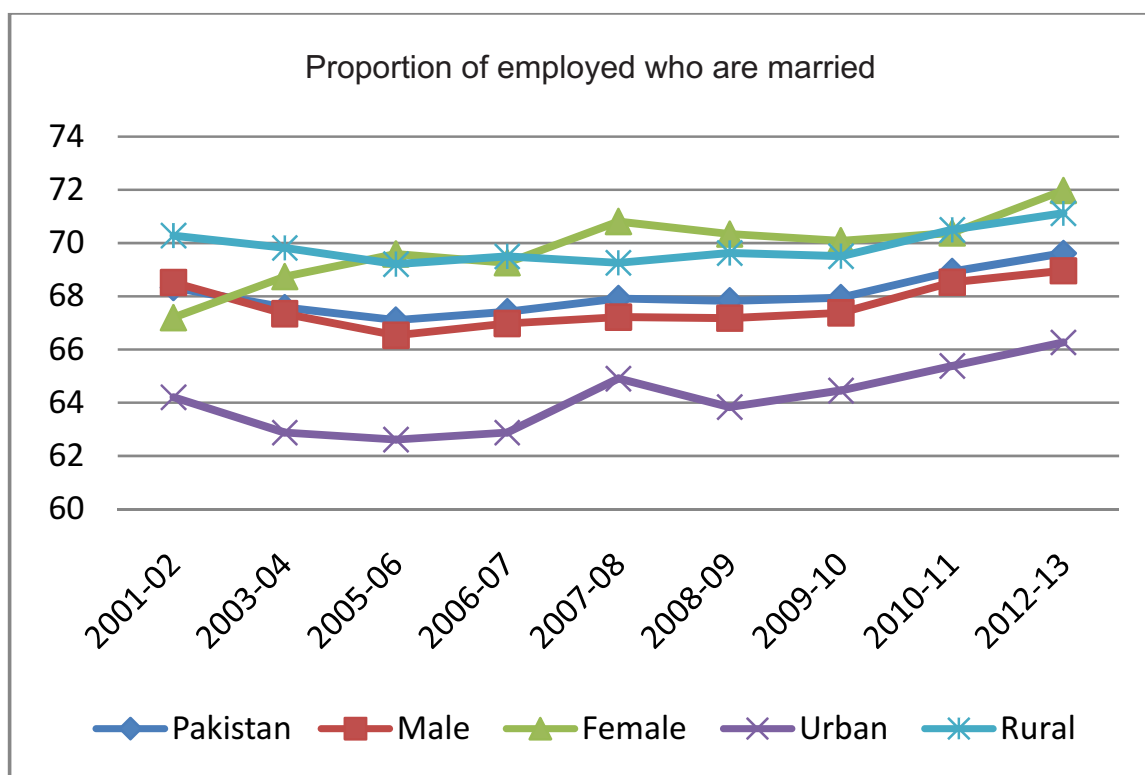
Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-13
Proportion of employed who are household heads 15+ (percentage)									
Pakistan									
Both sexes	50.89	46.55	44.44	44.13	43.93	43.07	43.23	43.67	45.24
Male	58.30	54.66	53.48	53.48	53.51	53.09	53.76	54.75	56.34
Female	5.99	5.35	5.53	4.93	4.76	4.21	4.12	4.05	5.47
Urban	50.07	46.92	46.37	46.26	48.72	46.49	47.34	47.23	49.25
Rural	51.28	46.38	43.54	43.15	41.80	41.53	41.40	42.10	43.43
Punjab									
Both sexes	47.51	43.62	42.24	41.81	43.18	42.46	41.93	41.82	43.26
Male	57.34	54.44	54.00	53.89	54.44	54.11	54.79	55.07	56.60
Female	5.45	4.62	5.33	5.10	5.22	4.50	4.42	4.42	5.61
Urban	47.20	45.42	44.86	44.89	47.74	45.46	46.84	46.08	47.62
Rural	47.63	42.89	41.16	40.58	41.34	41.23	39.95	40.11	41.50
Sindh									
Both sexes	58.41	52.06	48.43	48.04	45.82	43.88	45.28	46.05	48.80
Male	61.62	55.42	53.01	53.21	53.17	51.64	52.36	54.10	57.20
Female	8.41	5.17	3.72	2.68	1.11	1.68	2.00	1.52	2.75
Urban	54.45	48.79	48.09	48.36	50.88	48.08	48.13	48.72	52.02
Rural	62.35	55.38	48.74	47.74	41.79	40.52	43.04	44.02	46.27
Khyber Pakhtunkhwa									
Both sexes	50.45	47.10	45.53	46.56	42.68	42.78	43.57	44.59	45.55
Male	53.68	51.08	50.64	51.08	50.51	51.48	51.41	52.82	53.02
Female	10.73	14.95	11.82	9.17	8.48	7.35	6.25	6.42	10.57
Urban	47.77	46.46	45.18	41.99	42.85	43.87	43.96	45.33	45.54
Rural	50.97	47.22	45.59	47.47	42.65	42.58	43.49	44.44	45.56
Balochistan									
Both sexes	61.45	57.34	50.35	49.51	46.99	47.79	49.56	54.56	51.26
Male	64.31	61.68	56.61	55.98	51.52	52.80	54.98	59.46	56.57
Female	1.49	1.60	1.60	1.07	0.38	0.38	0.41	0.84	1.27
Urban	59.38	52.72	55.75	55.22	53.46	52.14	54.76	56.03	54.23
Rural	61.88	58.58	48.93	48.06	45.22	46.54	48.16	54.14	50.41

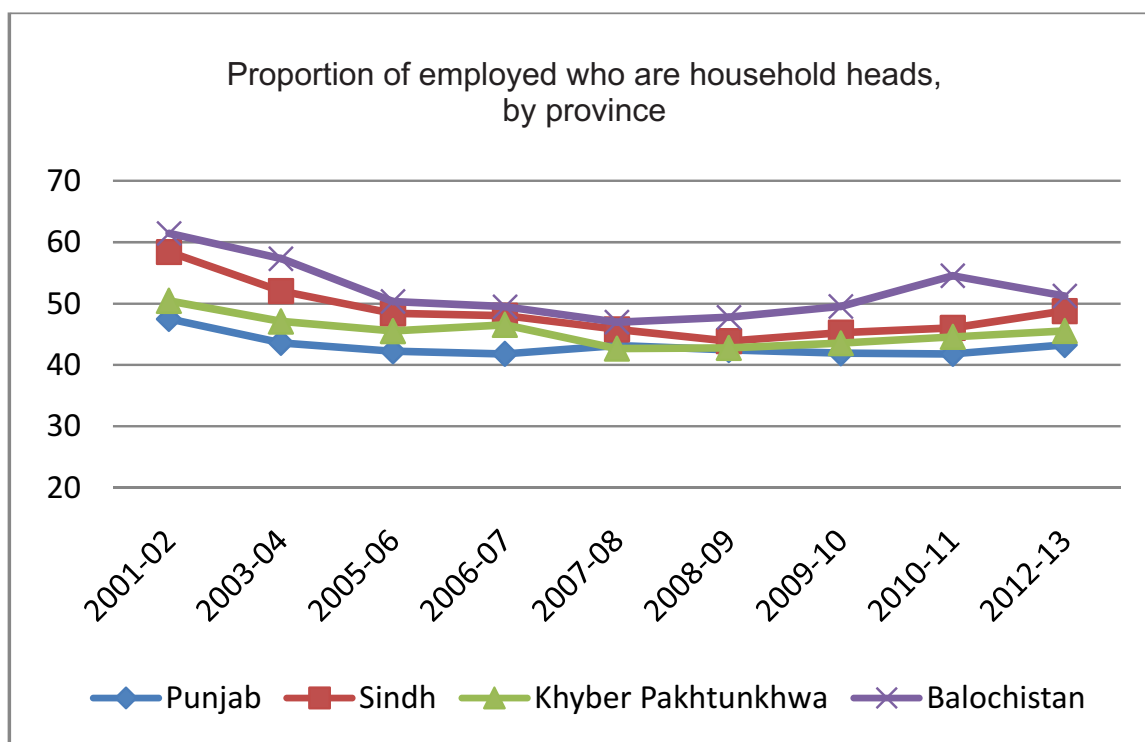
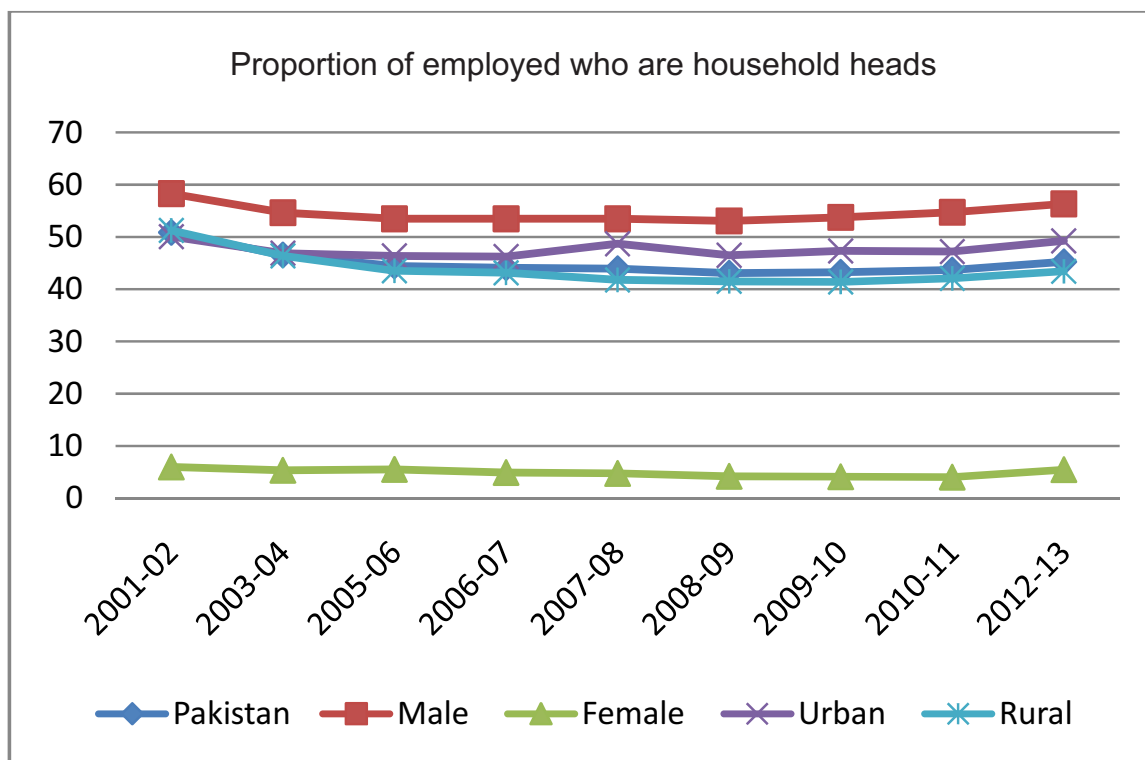
Table 5(b): Combining work, family and personal life

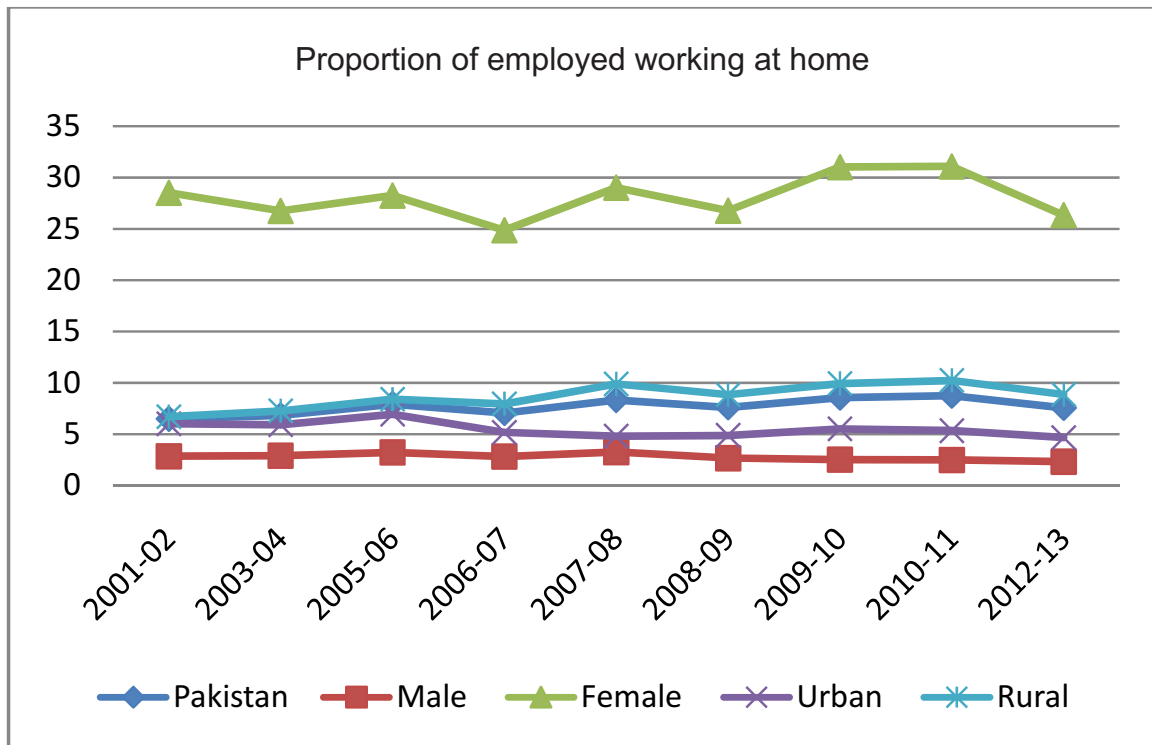
Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-13
Proportion of employed working at home 15+ (percentage)									
Pakistan									
Both sexes	6.49	6.83	7.94	7.07	8.33	7.62	8.57	8.75	7.57
Male	2.86	2.91	3.23	2.83	3.26	2.68	2.53	2.50	2.33
Female	28.52	26.76	28.26	24.88	29.03	26.79	31.03	31.09	26.35
Urban	6.02	5.92	6.94	5.17	4.82	4.89	5.52	5.35	4.68
Rural	6.71	7.27	8.41	7.95	9.89	8.85	9.93	10.24	8.87
Punjab									
Both sexes	8.78	9.19	10.79	9.95	11.58	10.19	11.12	11.58	9.48
Male	3.76	3.83	4.27	3.81	4.39	3.46	3.28	3.46	2.88
Female	30.25	28.51	31.26	28.60	35.78	32.14	33.99	34.48	28.10
Urban	8.42	7.82	9.59	7.50	6.83	6.95	7.75	7.69	6.64
Rural	8.93	9.74	11.29	10.93	13.49	11.53	12.49	13.14	10.62
Sindh									
Both sexes	1.98	2.50	2.92	2.33	2.21	2.17	2.19	1.56	1.83
Male	1.50	1.48	1.95	1.56	1.76	1.55	1.40	0.95	0.94
Female	9.50	16.65	12.40	9.02	4.97	5.53	7.00	4.92	6.73
Urban	2.85	3.92	3.85	2.31	2.17	1.97	2.44	1.95	1.99
Rural	1.12	1.06	2.05	2.34	2.25	2.33	1.99	1.27	1.71
Khyber Pakhtunkhwa									
Both sexes	4.36	3.94	5.71	3.25	6.85	8.10	10.57	11.31	10.61
Male	1.62	1.85	1.76	1.32	1.67	1.97	1.40	1.68	2.19
Female	38.02	20.84	31.74	19.17	29.46	33.07	54.21	55.96	50.09
Urban	3.24	2.21	3.39	2.26	3.21	4.49	4.21	4.30	3.06
Rural	4.58	4.28	6.15	3.44	7.55	8.79	11.84	12.72	12.18
Balochistan									
Both sexes	2.60	3.82	1.59	1.88	2.01	1.72	3.48	2.76	6.33
Male	1.86	2.17	1.58	1.78	1.92	1.13	2.53	1.64	3.91
Female	18.09	25.08	1.69	2.64	2.99	7.31	12.10	14.99	29.15
Urban	2.43	1.98	1.72	1.44	1.76	1.82	1.70	2.83	3.43
Rural	2.63	4.32	1.56	2.00	2.08	1.69	3.96	2.73	7.17

Source: PBS, LFS

5. Combining work, family and personal life - Graphs







6 Work that should be abolished

In terms of the prevailing legal framework in Pakistan, work undertaken by children younger than 14 years of age is considered to be child labour and is not permitted. Regular assessment of the complete prevalence of child labour is not possible as the Labour Force Survey only enquires about labour force participation of children aged 10 years and above; and thus no information is available on the work status of children between 5 and 9 years of age. However, a dedicated child labour survey was conducted in 1996, which covered children aged 5 to 14 years (Federal Bureau of Statistics 1996). This Survey found that 3.3 million (8.3 per cent) of the 40 million children aged in the age bracket of 5 to 14 years were economically active.

More recent estimates of child labour for the age brackets 10 to 14 years and 10 to 17 years, using the Labour Force Survey, are shown in Tables 6 and 6 (a). The analysis shows that around 10 to 12 per cent of children aged 10 to 14 years were employed during the period 2001 to 2011, reaching a high of 14 per cent in 2005–06. The prevalence of child labour was higher among boys than as compared to girls, although the incidence increased for girls and declined slightly for boys during this period. A much higher share of rural children aged 10 to 14 years was engaged in child work in 2012–13, as compared to their urban counterparts (13.4 per cent vs. 3.2 per cent), with their proportion rising over time, while the incidence of child labour work decreased among urban children, implying a widening of the rural–urban gap during the period under review.

The incidence of child labour increases significantly when the age limit for child labour is extended to 17 years, in line with ILO

international guidelines. The prevalence of child labour work among children aged 10 to 17 years was between in the range of 15 and 18 per cent during the period under review, with a peak of 20.1 per cent in 2005–06. The trends in disaggregation by gender and urban-rural sector region are in line with those observed earlier for the age bracket of 10 to 14 years. The provincial breakdown shows that in recent years the highest proportion of child labour was found to be in the province of Sindh (21 per cent in 2009–10), where it had increased rapidly at a rapid pace from 13.7 per cent in 2001–02. Following Sindh, the province of Punjab was home to the highest proportion of child workers in the country, while KPK had the lowest incidence during the period under review (Table 6).

Hazardous work is a component of the worst forms of child labour, which is governed by Article 3(d) of the Worst Forms of Child Labour Convention, 1999 (No. 182). This Convention has been ratified by Pakistan and, accordingly, the Provincial Labour Departments have notified a list of occupations and processes that are considered to be hazardous in their respective jurisdictions (details in the Legal Framework Indicator 9 section). In the absence of administrative data records that are consistent across all four provinces, a proxy definition of hazardous child labour has been adopted, which considers all children working above 42 hours a week to be engaged in hazardous work.

The trends in this indicator for children aged 10 to 14 years during the review period show that the incidence of hazardous child work was low and on a declining trend. In 2012–13, 2.8 per cent of the children aged 10 to 14 years were engaged in

hazardous work, down from 4.2 per cent in 2001–02, with a higher proportions of boys than as compared to girls (4.4 per cent vs. one per cent), and rural than compared to urban children (3.2 per cent vs. two per cent). The provincial

disaggregation shows the incidence of hazardous child labour work to be highest in Balochistan and lowest in KPK during the period under review, with this rate declining in all provinces during the period 2005 to 2013 (Table 6).

Legal Framework Indicator 9: Child labour

- The Employment of Children Act, 1991
- The Employment of Children Rules, 1995
- Mines Act, 1923
- The Children (Pledging of Labour) Act, 1933
- The Factories Act, 1934
- The Road Transport Workers Ordinance, 1961
- The Shops and Establishments Ordinance, 1969
- The Merchant Shipping Ordinance, 2001

Law, policy or institutions: In accordance with Article 11(3) of the Constitution, "no child below the age of 14 years shall be engaged in any factory or mine or any other hazardous employment". Under Article 25(A) of the Constitution, "the state shall provide free and compulsory education to all children of the age of five to sixteen years in such manner as determined by law". The Constitution further requires the state to ensure that "women and children are not employed in vocations unsuited to their age or sex".

The Employment of Children Act, 1991 defines "child" as a person below 14 years of age and an "adolescent" as a person below 18 years of age (the definitions of child and adolescent in this Act override these definitions in other labour laws). As mentioned above, the Constitution of Pakistan also regards the minimum age for labour to be as 14 years. However, the 18th Amendment has actually raised increased the minimum age up to 16 years without amending the labour laws, so the contradiction continues. Article 25(A) of the Constitution says that the state now has to provide compulsory education to all children between the ages of five and 16 years, which means that a child cannot be allowed to work before the age of 16.

The law Employment of Children Act, 1991 also provides for certain exceptions. It says that no child can be employed in any occupation, establishment or process defined as hazardous for children except where such a process is carried out by the family as a business or in any (training) school established, assisted and recognized by the government.

In accordance with Section 3(iii) of the Prevention and Control of Human Trafficking Ordinance, 2002, "Whoever knowingly purchases, sells, harbours, transports, provides, detains or obtains a child or a woman through coercion, kidnaping or abduction, or by giving or receiving any benefit for trafficking him or her into or out of Pakistan or with intention thereof, for the purpose of exploitative entertainment by any person and has received or expects to receive some benefit in lieu thereof shall be punishable with imprisonment which may extend to ten years and shall also be liable to a fine:"

General age for admission to employment: 14 years completed

Admission to hazardous work: Hazardous work in general is prohibited. Under a Federal Government Notification issued in 2005 on hazardous forms of child labour, four occupations and 34 processes are considered hazardous for children under the age of 14 years. It does not set a higher minimum age for hazardous work. Useful to say what these are in a footnote

Evidence of implementation: The CEACR had requested for information concerning the possibility of to excluding work in family establishments from the scope of Convention 138,

since Section 3 of the Employment of Children Act already excludes from its scope the work in family establishments.

The Committee has also noted there are no clear regulations on employing children (12-14 years) for light work. The Committee also observed that there is no higher minimum age prescribed in legislation for hazardous activities.

Ratification of ILO Conventions: Pakistan ratified the Minimum Age Convention, 1973 (No. 138) on 6th July 2006 and the Worst Forms of Child Labour Convention, 1999 (No. 182) on 11th October 2001.

Sources: CEACR observation concerning Conventions Nos. 138 and 182, ILO: NATLEX database report.

Legal Framework Indicator 10: Forced labour

- Bonded Labor System (Abolition) Act, 1992
- Bonded Labor System (Abolition) Rules, 1995

Law, policy or institutions: Article 3 of the Constitution of the Islamic Republic of Pakistan requires the State to ensure that all forms of exploitation are eliminated and that it should work for gradual fulfilment of the fundamental principle; from each according to his ability and to each according to his need. work. Keeping a person under bonded labour is to deprive him/her of fundamental freedoms, such as freedom of movement (Article 15), freedom of assembly (Article 16), freedom of association (Article 17), freedom of profession (Article 18), freedom of speech (Article 19) and the right to be an equal citizen (Article 25-A).

Article 11 of the Constitution deals specifically with forced labour. It states says: “Slavery is non-existent and forbidden and no law shall permit or facilitate its introduction into Pakistan in any form. All forms of forced labour and traffic in human beings are prohibited”.

According to the Bonded Labour Abolition Act, 1992, whoever compels another person into bonded/forced labour (as described above), shall be punished with imprisonment for a term of at least two and a maximum of five years, or a fine of at least Rs. 50,000 or with both. Of the received fine, payment to the bonded labourer must have to be made at the rate of at least Rs. 50 per day for each day of bonded labour.

The Pakistan Penal Code (PPC) also has provisions regarding forced or bonded labour/slavery. Section 370 of the Code prohibits buying or disposing of any person as a slave. A person who imports, exports, buys, sells or disposes of a person as a slave or receives or detains someone as a slave shall be punishable for a term of at most seven years and a fine. Section 371 of the PPC recommends the punishment of imprisonment of at most ten years in length and a fine for a person who habitually deals with slaves (i.e. who has adopted dealing in slaves as his occupation). In accordance with Section 374 of the Code, whoever compels a person to compulsory labour (forced labour), without his/her own intent, shall be punished with an imprisonment of at most five years, or a fine or both.

Similar provisions are made in the Prevention and Control of Human Trafficking Ordinance, 2002 which in its Section 3 states that if a person knowingly plans or engages indulges in human trafficking in and out of Pakistan for the purpose of attaining any benefit, or for the purpose of exploitative entertainment, slavery or forced labour or adoption in or out of Pakistan, shall be punished with imprisonment which may extend to seven years and shall also be liable to a fine.

Evidence of implementation: The CEACR had requested for information on the functioning of vigilance committees and other measures taken by the government to ensure their proper functioning and effectiveness of those committees.

Despite the Prevention and Control of Human Trafficking Ordinance (2002), Pakistan continued to be a major destination country for trafficked women, as well as a major transit country of persons trafficked from Bangladesh to Middle Eastern countries, where women are subject to sexual exploitation.

Ratification of ILO Conventions: Pakistan ratified the Forced Labour Convention, 1930 (No. 29) on 23rd December 1957 and the Abolition of Forced Labour Convention, 1957 (No. 105) on 15th February 1960.

Sources: CEACR observation concerning Conventions Nos. 29 and 105, ILO: NATLEX database.

When the higher child labour age threshold of 10-17 years is used, the prevalence of hazardous child work increases significantly, as it did in 2012–13 when it more than doubled to 6.1 per cent, with the gender gap widening significantly due to the increase in the share of boys working over 42 hours a week. The provincial analysis shows trends similar to those observed for the lower age bracket of 10 to 14 years (Tables 6 (b) and (c)).

Summary assessment

In the context of Pakistan, a complete assessment of work that should be abolished is constrained by the lack of availability of statistics on the labour force participation of the entire five to 14 years' age bracket, of children as the Labour Force Survey only captures the labour market activities of children aged 10 years of age and above. No dedicated child labour survey has been carried out in the country since 1996. The available evidence in terms of the age brackets 10 to 14 and 10 to 17 indicates that the incidence of child labour was in the range of 10 to 16 per cent in 2005, and was on a declining trend during the period 2005 to 2013. A higher share of boys were involved in child labour, especially in the 10 to 17 age bracket (greater than 21 per cent in 2012–13), and in the provinces of Balochistan and Sindh.

Furthermore, reliable and comprehensive data have not been available to assess the situation of hazardous child labour, worst forms of child labour or forced labour. Pakistan is signatory to the relevant international Conventions on child labour, worst forms of child labour and hazardous child labour, which include the Minimum Age Convention, 1973 (No. 138), the Worst Forms of Child Labour Convention, 1999 (No. 182), the Forced Labour Convention, 1930 (No. 29) and the Abolition of Forced Labour Convention, 1957 (No. 105). The commitments arising from these Conventions are reflected in various laws, regulations and rules governing the working of different sectors and occupations. However, the proper implementation of these has been limited due primarily to poverty and lack of economic opportunity, low access of children to further education, and parents' perception of the importance of education.

Laws on compulsory education promulgated recently in the across different provinces need to be implemented in letter as well as in spirit in order to ensure school attendance of at least primary school-age children. In addition, cash transfers conditional on school enrolment of children from the poorest households need to be put in place in order to reduce the opportunity cost to of these households of for sending their children to school.

Table 6: Work that should be abolished

Decent Work Indicator	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013
Child labour rate (10-14 years), percentage									
Pakistan									
Both sexes	10.06	11.17	14.03	12.10	12.42	11.86	11.20	10.54	10.07
Male	14.42	15.94	18.86	15.11	15.38	14.63	13.91	12.63	12.54
Female	5.17	6.00	8.68	8.66	9.03	8.66	8.04	8.12	7.30
Urban	5.59	5.20	5.83	5.77	4.48	3.70	4.54	3.72	3.20
Rural	12.37	14.20	18.04	15.08	16.22	15.72	14.38	13.71	13.44
Punjab									
Both sexes	11.68	12.53	15.10	13.31	11.02	10.85	10.46	10.71	10.94
Male	15.02	15.78	18.00	14.83	11.85	11.94	12.17	11.60	12.44
Female	8.10	9.14	12.00	11.64	10.14	9.68	8.57	9.74	9.36
Urban	7.47	6.39	7.13	7.52	4.82	4.56	5.29	4.44	4.20
Rural	13.60	15.43	18.81	15.90	13.81	13.66	12.79	13.50	14.13
Sindh									
Both sexes	8.33	9.69	11.43	12.01	16.10	14.61	14.82	12.62	11.02
Male	15.03	17.34	18.58	17.63	21.43	19.74	19.21	16.31	15.55
Female	0.53	0.82	3.43	5.35	9.00	8.19	9.35	8.07	5.69
Urban	2.94	3.80	3.94	3.93	3.62	2.47	3.60	2.99	1.97
Rural	14.87	15.78	18.46	19.15	27.20	25.23	24.54	20.59	18.99
Khyber Pakhtunkhwa									
Both sexes	7.66	8.81	13.70	7.69	10.98	11.31	8.67	6.79	5.19
Male	12.76	13.90	21.48	11.00	15.76	15.18	12.24	10.19	7.11
Female	1.62	3.38	5.02	3.82	5.50	6.59	4.51	2.89	2.95
Urban	6.33	4.64	7.00	4.07	6.78	4.87	5.53	3.58	2.52
Rural	7.93	9.56	14.86	8.28	11.75	12.47	9.25	7.36	5.68
Balochistan									
Both sexes	6.05	9.54	15.66	12.79	13.11	10.17	8.62	9.42	10.74
Male	10.02	16.52	21.15	17.20	17.46	13.12	10.18	11.30	14.07
Female	0.54	0.65	7.66	6.85	7.74	6.24	6.47	6.83	6.32
Urban	2.73	2.62	3.22	3.07	3.80	2.45	2.11	2.00	2.97
Rural	6.97	11.88	19.66	15.81	15.92	12.54	10.65	11.63	13.24

Source: PBS, LFS

Table 6 (a): Work that should be abolished

Decent Work Indicator	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013
Child labour rate (10-17 years), percentage									
Pakistan									
Both sexes	15.54	16.81	20.12	17.90	18.03	17.77	17.41	16.37	15.82
Male	23.32	25.16	28.85	24.47	24.17	23.67	23.17	21.33	21.23
Female	6.80	7.97	10.58	10.56	11.05	10.98	10.75	10.68	9.74
Urban	10.27	9.89	11.51	10.77	9.39	8.64	9.12	8.06	7.55
Rural	18.40	20.50	24.58	21.48	22.40	22.30	21.53	20.45	20.01
Punjab									
Both sexes	17.49	18.86	21.57	19.55	17.20	16.86	16.94	16.97	16.83
Male	24.25	25.57	27.90	24.18	21.04	20.80	21.08	20.28	21.07
Female	10.28	12.03	14.92	14.58	13.18	12.66	12.43	13.38	12.37
Urban	12.60	11.66	13.12	12.40	9.94	9.56	9.80	9.48	9.03
Rural	19.84	22.36	25.73	22.96	20.66	20.27	20.34	20.46	20.60
Sindh									
Both sexes	13.68	14.66	18.09	17.72	21.36	20.94	21.00	18.37	17.16
Male	23.90	26.31	30.50	28.06	30.52	29.99	29.60	25.80	25.09
Female	1.25	1.56	3.97	5.68	9.29	9.46	10.30	9.18	7.60
Urban	7.14	7.99	9.61	8.97	8.53	7.53	8.33	6.44	5.81
Rural	22.12	22.16	26.70	26.05	33.70	33.38	32.31	28.94	27.49
Khyber Pakhtunkhwa									
Both sexes	11.90	13.27	17.59	11.91	15.37	16.10	13.68	11.41	9.29
Male	20.21	22.21	28.71	18.71	22.96	22.77	20.15	17.58	13.83
Female	2.20	3.81	5.57	4.35	6.76	8.20	6.18	4.51	3.91
Urban	10.41	8.75	11.09	10.05	10.98	9.28	9.75	7.18	6.11
Rural	12.20	14.11	18.73	12.23	16.22	17.38	14.44	12.20	9.90
Balochistan									
Both sexes	11.76	13.73	21.61	18.58	18.18	16.25	15.50	14.65	17.56
Male	19.35	23.46	31.13	26.16	25.78	22.31	20.95	19.84	24.13
Female	1.27	1.39	8.05	8.23	8.05	7.73	7.49	7.09	8.57
Urban	5.41	4.91	7.42	6.79	7.26	6.08	6.17	6.34	6.95
Rural	13.51	16.86	26.32	22.43	21.58	19.45	18.46	17.26	21.10

Source: PBS, LFS

Table 6 (b): Work that should be abolished

Decent Work Indicator	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013
Hazardous child labour rate (10-14 years), percentage									
Pakistan									
Both sexes	4.16	4.70	4.59	3.88	3.49	3.09	2.95	2.64	2.77
Male	6.74	7.68	7.52	6.14	5.43	4.73	4.67	4.05	4.38
Female	1.26	1.47	1.36	1.30	1.26	1.19	0.94	1.01	0.97
Urban	3.16	3.47	3.24	3.39	2.53	2.16	2.56	2.06	2.03
Rural	4.68	5.32	5.25	4.11	3.95	3.53	3.13	2.91	3.13
Punjab									
Both sexes	4.65	5.44	4.98	4.50	3.68	3.52	3.28	3.31	3.20
Male	7.18	8.27	8.25	7.10	5.63	5.45	5.16	4.96	4.99
Female	1.94	2.49	1.48	1.62	1.60	1.45	1.20	1.50	1.31
Urban	4.08	4.45	4.08	4.23	2.78	2.88	3.53	2.86	2.87
Rural	4.91	5.90	5.39	4.62	4.08	3.80	3.17	3.52	3.35
Sindh									
Both sexes	4.22	4.49	3.98	3.45	3.87	2.74	2.82	2.36	2.42
Male	7.70	8.27	6.74	5.89	6.15	4.15	4.75	3.78	4.04
Female	0.17	0.09	0.90	0.55	0.83	0.98	0.41	0.61	0.51
Urban	1.92	2.35	2.12	2.54	2.00	1.20	1.39	1.20	1.03
Rural	7.01	6.69	5.74	4.25	5.53	4.09	4.05	3.31	3.65
Khyber Pakhtunkhwa									
Both sexes	2.55	1.96	2.95	1.57	2.22	2.04	2.06	1.07	1.40
Male	4.27	3.74	5.38	2.66	3.65	3.23	3.20	1.99	2.54
Female	0.51	0.07	0.23	0.31	0.59	0.59	0.74	0.00	0.07
Urban	3.04	2.59	2.75	2.21	3.64	2.72	2.38	1.52	1.36
Rural	2.45	1.85	2.98	1.47	1.96	1.92	2.00	0.98	1.41
Balochistan									
Both sexes	2.88	5.12	8.03	6.19	3.42	3.50	2.73	1.95	3.98
Male	4.90	9.15	9.48	7.47	5.00	5.16	3.77	2.80	5.42
Female	0.09	0.00	5.91	4.47	1.45	1.27	1.29	0.78	2.08
Urban	2.10	1.62	2.75	2.38	2.01	1.18	1.33	0.98	1.93
Rural	3.10	6.31	9.73	7.38	3.84	4.21	3.16	2.24	4.64

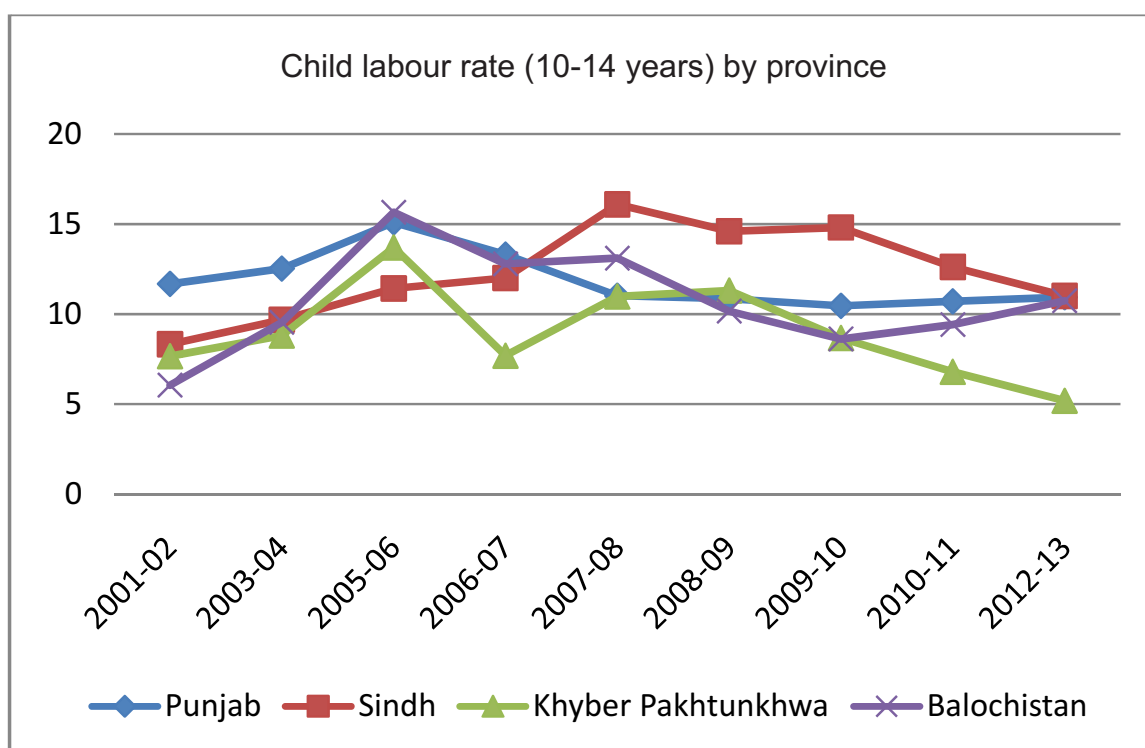
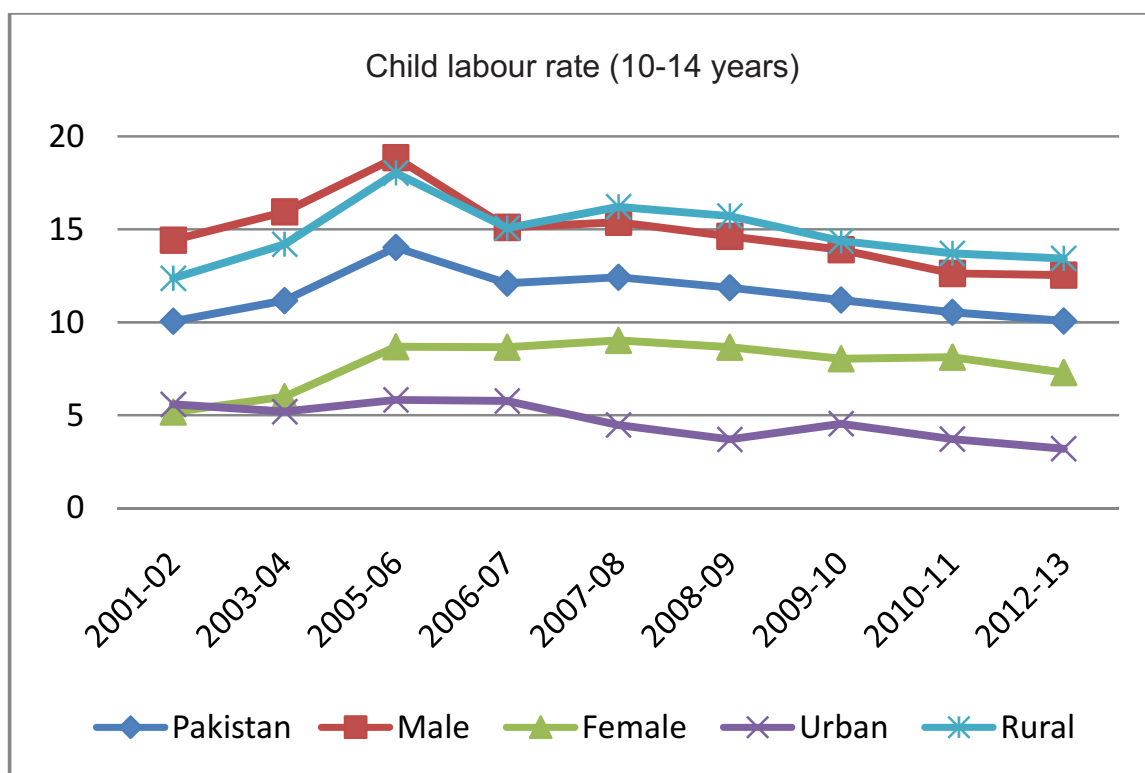
Source: PBS, LFS

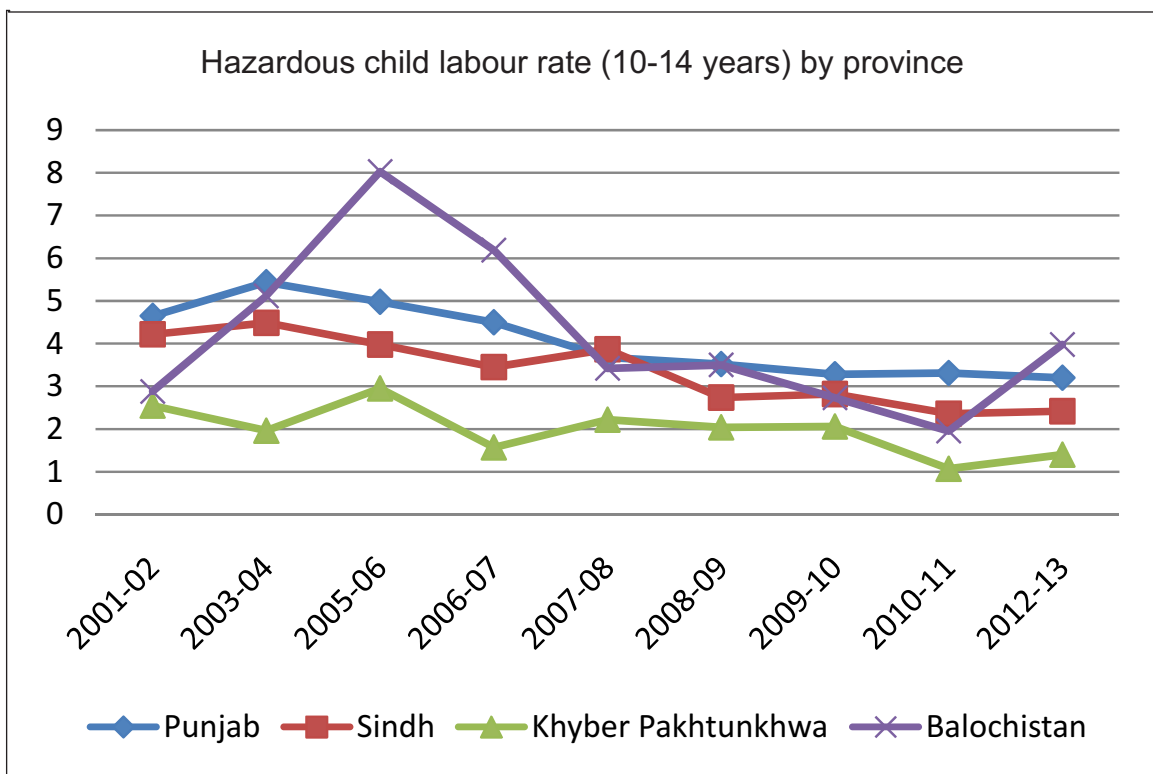
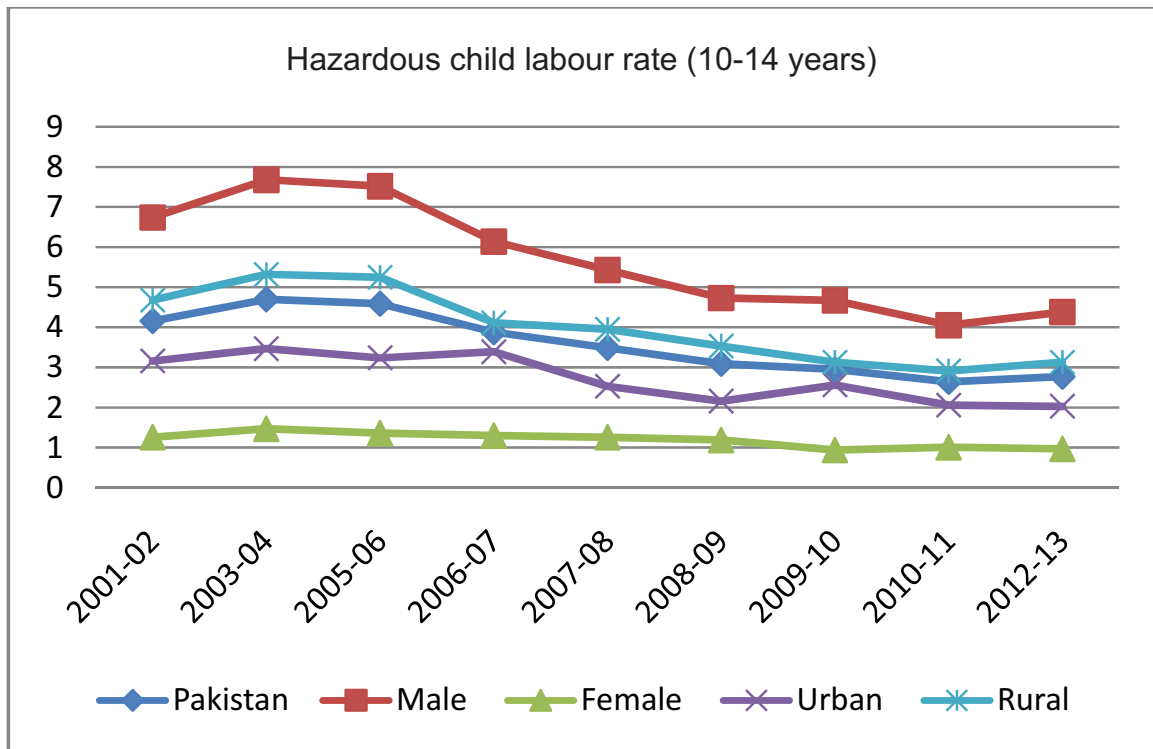
Table 6 (c): Work that should be abolished

Decent Work Indicator	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013
Hazardous child labour rate (10-17 years), percentage									
Pakistan									
Both sexes	7.99	8.53	8.79	7.78	7.01	6.61	6.70	6.00	6.12
Male	13.57	14.47	15.19	13.17	11.73	10.89	11.24	9.81	10.24
Female	1.71	2.25	1.79	1.77	1.64	1.68	1.45	1.63	1.49
Urban	6.64	7.14	7.52	7.42	6.26	5.65	6.07	5.07	5.03
Rural	8.72	9.28	9.44	7.96	7.39	7.08	7.01	6.45	6.68
Punjab									
Both sexes	8.82	9.80	9.36	8.49	7.41	7.16	7.20	6.93	6.63
Male	14.73	15.87	16.27	14.36	12.49	11.91	12.17	11.24	11.07
Female	2.52	3.62	2.08	2.19	2.10	2.09	1.79	2.26	1.97
Urban	7.88	8.55	8.55	8.02	6.52	6.37	6.84	6.11	6.13
Rural	9.27	10.40	9.75	8.72	7.84	7.53	7.38	7.31	6.88
Sindh									
Both sexes	8.15	8.10	9.12	8.04	7.76	6.62	6.86	5.91	6.24
Male	14.44	14.92	16.02	14.05	12.80	10.82	11.69	9.75	10.59
Female	0.51	0.43	1.26	1.05	1.12	1.29	0.86	1.17	0.99
Urban	5.20	5.88	6.51	6.97	5.87	4.88	5.34	3.96	3.74
Rural	11.97	10.59	11.77	9.06	9.58	8.23	8.23	7.64	8.50
Khyber Pakhtunkhwa									
Both sexes	5.14	4.60	5.12	3.88	4.45	4.36	4.44	3.11	3.53
Male	9.05	8.66	9.54	7.10	7.77	7.49	7.42	5.71	6.36
Female	0.57	0.30	0.33	0.30	0.68	0.66	0.99	0.21	0.18
Urban	5.86	4.69	5.43	6.22	7.09	5.53	5.03	3.68	3.86
Rural	4.99	4.58	5.06	3.47	3.94	4.13	4.33	3.01	3.47
Balochistan									
Both sexes	5.77	7.45	11.91	10.31	6.58	7.31	7.01	5.19	7.72
Male	9.82	13.17	16.03	13.83	10.18	11.05	10.50	7.87	11.48
Female	0.17	0.18	6.04	5.49	1.79	2.06	1.89	1.27	2.58
Urban	3.25	3.34	6.31	5.51	4.94	3.82	4.48	4.30	4.84
Rural	6.46	8.91	13.77	11.87	7.10	8.41	7.82	5.47	8.69

Source: PBS, LFS

6. Work that should be abolished - Graphs





7 Stability and security of work

Stability and security of work are an important aspects of decent work, which emphasizes minimizing workers' job insecurity and concerns about of workers, as well as their arbitrary removal from service. The ILO's Termination of Employment Convention, 1982 (No. 158), which governs this dimension of decent work, aims to ensure that an employer only dismisses a worker for a valid reason and that the worker has not been unfairly deprived of his/her right to work. Although Pakistan is not a signatory to this Convention, termination of employment is

covered under many pieces of existing legislation, especially the recently-enacted provincial Industrial Relations Acts, in the post 18th Amendment period (details in Legal Framework Indicator 11: Termination of employment). The assessment of stability and security of work in the context of Pakistan is based on the precarious and changing employment rate, the share of casual workers in precarious employment and the real earnings of casual workers.

Legal Framework Indicator 11: Termination of employment

- Mines Act, 1923;
- Factories Act, 1934;
- Industrial and Commercial (Standing Orders) Ordinance, 1968;
- Shops and Establishments Ordinance, 1969;
- Punjab Industrial Relations Act, 2010;
- Khyber Pakhtunkhwa Industrial Relations Act, 2010;
- Balochistan Industrial Relations Act, 2010;
- Industrial Relations Act, 2012;
- Sindh Industrial Relations Act, 2013
- Khyber Pakhtunkhwa Industrial and Commercial (Standing Orders) Act, 2013.

Law, policy or institutions: The main law governing the subject of termination of employment in Pakistan is the Industrial and Commercial Employment (Standing Orders), 1968. However this law is applicable only to private establishments having at least 20 employees. The Establishments carried on by, or under, the authority of the Federal or any provincial Government, where statutory rules of service are applicable, are beyond out of the ambit of this law. Beside this law, the five versions (where do the 5 versions apply to?) of the law governing Industrial Relations and Shops and Establishments Ordinance, 1969 also provides provisions relating to “termination”.

The Industrial and Commercial (Standing Orders) Ordinance, 1968 is applicable to all industrial and commercial establishments employing 20 or more workers for the time being or on any day during the preceding 12 months. Albeit However, some provisions, like those pertaining to gratuity, provident fund and group insurance, are applicable only to those establishments having 50 or more workers. The provincial governments, through notification, may extend the application of the law to other classes of establishments (including those that employing even fewer less than 20 workers). All persons employed in industrial and commercial establishments

doing skilled, unskilled, manual or clerical work come within the ambit of the Ordinance except those engaged in supervisory and managerial capacities.

Procedure for individual dismissal: In accordance with Standing Order 12 of the Standing Orders Ordinance, 1968, either party, the permanent worker or the employer, may terminate an employment contract after giving one-month's notice prior to contract termination. If one-month's notice is not served, a worker must pay or be paid one-month's wages in lieu of notice, as the case may be. Temporary workers, *badlis* (an alternate employee working in place of an absent permanent worker or probationer) and probationers are not entitled to any notice (or in pay in lieu thereof) if their services are to be terminated. Similarly, they are not required to serve a notice before leaving employer.

Termination of an employment contract may be either termination *simpliciter* (i.e. without qualification or condition), which is termination on grounds other than misconduct after a notice (S.O.12) or termination on account of misconduct (S.O. 15). For termination *simpliciter*, notice of termination is mandatory for permanent employees. A notice of one month must be served before severing the employment relationship or the payment of one month's wages in lieu of notice may be provided (Section 12.1).

Termination can also be categorized in the following three categories

- (1) "automatic termination" where an employment contract is terminated automatically applies in circumstances such as the death of an employee or the completion of the project/end of contract for which a worker was hired.
- (2) through resignation, where any employee may resign for his personal reasons.
- (3) initiated by an employer, which may be based on fair or unfair grounds. This is appealable and can be challenged before the authority/court having jurisdiction.

Collective dismissals for economic reasons: As per the Standing Orders Ordinance, the employer may, at any time, in the event of fire, catastrophe, break-down of machinery or stoppage of power supply, epidemics, civil commotion or other cause beyond his control, stop any section or sections of the establishment, wholly or partially for any period or periods without notice. In cases where workmen are laid-off on account of failure of plant, a temporary curtailment of production or any stoppage of work, they are to be paid by the employer an amount equal to one-half of their daily wages during the first fourteen days of lay-off as compensation. When, however, the workmen have to be laid-off for an indefinite period beyond the above-mentioned fourteen days, their services may be terminated after giving them due notice or pay in lieu thereof.

No employer, however, can terminate the employment of more than fifty percent of the workmen or close down the whole of the establishment without prior permission of the Labour Court in this behalf, except in the event of fire, catastrophe, stoppage of power supply, epidemics or civil commotion. Where any workman is to be retrenched and he belongs to a particular category of workmen, the employer shall retrench the workman who is the last person employed in that category; that is to say "last come first go".

When the employer proposes to take into his employment any person within a period of one year from the date of retrenchment, he shall give an opportunity to the retrenched workmen belonging to the category concerned, by sending a notice by registered post to their last known addresses to offer themselves for re-employment, even if they are employed by another employer, and they shall have preference over other persons, each having priority according to the length of his service under the employer.

Where any workman is retrenched or discharged by a contractor or by any employer engaged in the construction industry due to completion, cessation or discontinuance of work, he shall be given preference for employment in any other similar work undertaken by the contractor or employer within a period of one year from the date of such retrenchment or discharge.

However, where a workman is re-employed within one month of his retrenchment or discharge,

he shall be deemed to have been in continuous service of the contractor or employer, notwithstanding the interruption caused by his retrenchment or discharge, but no wages shall be paid to him for the period of interruption.

Gratuity (Severance pay): Standing Order 12 provides for payment of gratuity depending upon the cause of termination. A worker who has been terminated by the employer for any reason other than misconduct, and who has completed one year of service, is entitled to gratuity amounting to 30 days' wages calculated on the basis of the wages admissible to him in the last month of service if he is a fixed-rated worker or the highest pay drawn by him during the last twelve months of service if he is a piece-rated workman. Any part in excess of six months' service shall be treated as a completed year of service. If the employer has established a Provident Fund to which both the worker and the employer are contributors and if the contribution being paid by the employer is not less than the worker or the employer offers and contributes not less than fifty percent of the contribution to the Approved Pension Fund through collective bargaining, no gratuity shall be payable for the period during which such contribution has been paid.

Evidence of implementation: No information has been made available to the ILO's supervisory bodies.

Coverage of workers in law: All workers in small, medium and large enterprises to which the Industrial and Commercial Employment (Standing Orders) Act, 1968 is applicable are covered by the law.

Coverage of workers in practice: Workers employed in informal-sector enterprises are not covered by the Industrial and Commercial Employment (Standing Orders) Ordinance, 1968. It is difficult to monitor effective enforcement of the law in formal-sector enterprises, as the workers are not issued appointment and termination orders in writing and the majority of workers are not unionized.

Ratification of ILO Conventions: Pakistan has not ratified the Termination of Employment Convention, 1982 (No. 158).

Sources: ILO: NATLEX database.

Precarious work indicates jobs that lack employment-stability and security, i.e., employment that is of a relatively short tenure and which can be terminated on short notice. Typically, precarious employment is the sum of casual employment and piece-rate work. In Pakistan, precarious employment, as a share of total employment, fell during the period 2001 to 2009, from 20.1 per cent in 2001–02 to 16.3 per cent in 2008–09 but subsequently increased as it was on an increasing trajectory, reaching 19.3 per cent in 2012–13. The incidence of precarious employment was higher for men than for women (20.8 per cent vs. 14.9 per cent) and increased slightly during the period 2001 to 2013 for men, while it declined for women over the same corresponding period. The provincial disaggregation reveals that precarious employment was relatively higher in the provinces of KPK and Punjab and lowest in

Balochistan. Within the provinces, the gender gap was most pronounced in Balochistan, due to the sharp fall in the share of female precarious employment (Table 7).

The major and growing share of casual work within precarious employment increased from 52.6 per cent in 2001–02 to 63.4 per cent in 2012–13. The significant majority of men in precarious employment were seen to be casual workers (70.4 per cent in 2012–13), while the share of women casual workers in precarious employment was relatively small at just over 28 per cent in 2012–13. This share rose for both men and women over the period 2001 to 2013. It was highest in the provinces of KPK and Balochistan, where it stood at 85.3 per cent and 82.2 per cent, respectively, in 2012–13 (Table 7(a)).

The rise in the share of casual workers has been matched by the increase in real earnings of casual

workers during the period under review. This increase was highest during the years 2001 to 2008, when real earnings grew from Rs. 2,559 in 2001–02 to Rs. 3,350 per month in 2008, implying an average growth of 4.4 per cent per annum, and then declined slightly to reach Rs. 3,018 in 2010–11. The real earnings of casual workers were on average three-fourths of the earnings of paid employees during the period under examination. There exists a large gap between the earnings of male and female casual workers, with the real earnings of these women representing about half of the earnings of their male counterparts in 2010–11, although this gender gap narrowed slightly during the period 2001 to 2011.

The real earnings of casual workers also varied across the urban and rural areas of the country, with urban workers having higher earnings compared to their rural counterparts, although the urban-rural regional gap was much smaller than compared to the gender gap. In terms of the provincial divide, real earnings of casual workers in Balochistan and KPK were seen to be higher than in the other provinces especially during the period 2007–11 (Table 7(b)).

Summary assessment

The analysis of Pakistan's labour market in terms of stability and security of work shows slight progress in the reduction of precarious employment over the 12 years under review. However, within precarious employment, the share of casual workers was seen to be on the rise, which poses challenges for the attainment of decent work. Indeed, the real earnings of casual workers did increase, especially during the period 2001 to 2008, when the growth momentum of the economy was strong and demand for labour was growing. The high gender gap in real earnings of casual workers, however, continues to be an area of concern.

Although Pakistan has not ratified the Termination of Employment Convention, 1982, the subject is covered under many existing pieces of legislation, especially in the recently-enacted provincial Industrial Relations Acts. However, as the existing legislation is applicable only to establishments operating in the formal sector of the economy, workers in the large and growing informal sector are outside the purview of these laws and are hence more vulnerable in terms of getting stable and secure employment.

Table 7: Stability and security of work

Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-13
Precarious employment rate 15+ (percentage)									
Pakistan									
Both sexes	20.13	18.63	16.78	17.79	16.53	16.30	16.87	16.62	19.54
Male	19.70	18.67	17.31	18.68	17.39	17.50	18.33	18.06	20.84
Female	22.70	18.38	14.47	14.05	13.02	11.68	11.45	11.51	14.88
Urban	22.84	20.22	17.87	19.43	19.15	18.45	19.40	16.29	19.95
Rural	18.85	17.87	16.27	17.03	15.37	15.34	15.74	16.77	19.36
Industry Division									
Agriculture	9.85	8.87	7.04	6.65	5.99	6.25	6.19	7.74	9.93
Manufacturing	38.99	37.24	31.91	37.08	34.73	31.62	31.81	28.00	32.06
Services	23.68	22.01	21.10	22.33	21.27	21.61	22.92	21.96	24.73
Punjab									
Both sexes	21.59	19.25	17.06	18.70	18.64	17.91	18.29	17.95	21.03
Male	20.75	18.92	17.48	19.58	19.10	18.70	19.89	19.26	22.10
Female	25.17	20.42	15.73	16.03	17.11	15.34	13.63	14.24	18.01
Urban	23.35	20.61	17.82	18.28	20.01	18.35	19.93	17.10	19.89
Rural	20.86	18.70	16.75	18.87	18.10	17.74	17.63	18.29	21.49
Sindh									
Both sexes	17.08	16.63	15.78	16.08	13.22	13.45	14.39	12.63	17.32
Male	17.33	16.85	15.79	16.88	14.60	14.91	15.47	13.87	18.72
Female	13.11	13.54	15.75	9.14	4.82	5.48	7.78	5.79	9.63
Urban	23.25	19.79	17.95	21.12	18.57	19.41	19.67	15.20	21.40
Rural	10.95	13.42	13.75	11.51	8.96	8.67	10.25	10.68	14.11
Khyber Pakhtunkhwa									
Both sexes	18.50	19.81	19.79	18.46	14.22	15.53	16.28	19.61	19.03
Male	19.51	21.66	22.12	20.23	16.98	19.07	19.28	23.32	22.52
Female	6.18	4.83	4.41	3.81	2.12	1.10	2.00	2.37	2.64
Urban	17.85	22.31	20.02	22.21	15.69	14.15	15.26	15.78	14.38
Rural	18.63	19.32	19.74	17.72	13.93	15.79	16.48	20.38	20.00
Balochistan									
Both sexes	19.22	17.73	11.07	12.60	12.21	12.41	12.16	12.65	13.01
Male	19.68	18.69	12.31	14.06	13.15	13.35	13.05	13.69	14.10
Female	9.46	5.37	1.40	1.68	2.53	3.45	4.10	1.24	2.77
Urban	15.57	14.21	13.82	15.16	16.89	17.58	14.05	14.56	15.78
Rural	19.97	18.68	10.35	11.95	10.94	10.92	11.65	12.10	12.21

Source: PBS, LFS

Table 7 (a): Stability and security of work

Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-13
Casual employment rate 15+ (percentage)									
Pakistan									
Both sexes	52.63	57.19	60.18	57.74	57.57	62.64	63.65	63.77	63.42
Male	59.54	63.55	66.08	63.62	63.95	69.18	69.35	69.89	70.44
Female	16.29	24.34	29.79	24.93	22.73	24.65	29.76	29.44	28.17
Urban	53.44	58.69	57.43	61.56	61.12	67.24	67.01	63.71	68.65
Rural	52.17	56.38	61.60	55.75	55.61	60.15	61.80	63.80	60.99
Punjab									
Both sexes	46.80	48.68	51.32	46.61	48.51	52.81	55.06	54.48	52.45
Male	56.32	56.53	58.10	53.38	56.17	60.87	62.03	61.66	61.32
Female	13.24	22.43	27.70	21.50	19.71	20.80	25.35	27.12	21.72
Urban	51.02	52.40	47.48	45.31	48.69	54.86	54.82	51.14	53.97
Rural	44.85	47.02	52.99	47.12	48.44	51.94	55.16	55.74	51.88
Sindh									
Both sexes	53.36	64.25	67.62	74.47	72.28	76.97	77.61	80.74	85.33
Male	53.51	65.52	70.64	75.64	72.84	78.29	79.15	83.38	86.57
Female	50.23	42.20	38.12	55.70	61.96	57.38	58.99	45.77	72.08
Urban	53.68	64.11	67.29	79.29	77.70	81.71	83.76	83.00	89.01
Rural	52.69	64.46	68.02	66.47	63.33	68.47	68.36	78.30	80.93
Khyber Pakhtunkhwa									
Both sexes	79.83	80.79	84.10	82.98	79.95	87.08	82.46	83.46	79.18
Male	80.17	82.10	84.88	83.77	81.66	87.45	83.00	83.96	79.68
Female	66.73	33.54	58.48	47.81	20.03	60.73	57.74	60.64	59.00
Urban	74.23	74.84	77.88	80.03	80.55	87.24	83.58	80.19	73.46
Rural	80.87	82.14	85.31	83.71	79.82	87.05	82.25	83.97	80.04
Balochistan									
Both sexes	78.93	89.67	84.16	82.60	89.07	88.24	89.02	72.40	82.22
Male	79.87	89.91	84.74	82.53	89.06	89.00	90.21	72.37	82.61
Female	38.05	79.13	44.40	87.03	89.35	60.64	54.63	76.01	63.89
Urban	81.50	90.66	85.10	79.60	83.46	86.95	86.68	72.19	77.55
Rural	78.51	89.47	83.83	83.58	91.42	88.84	89.78	72.47	83.97

Source: PBS, LFS

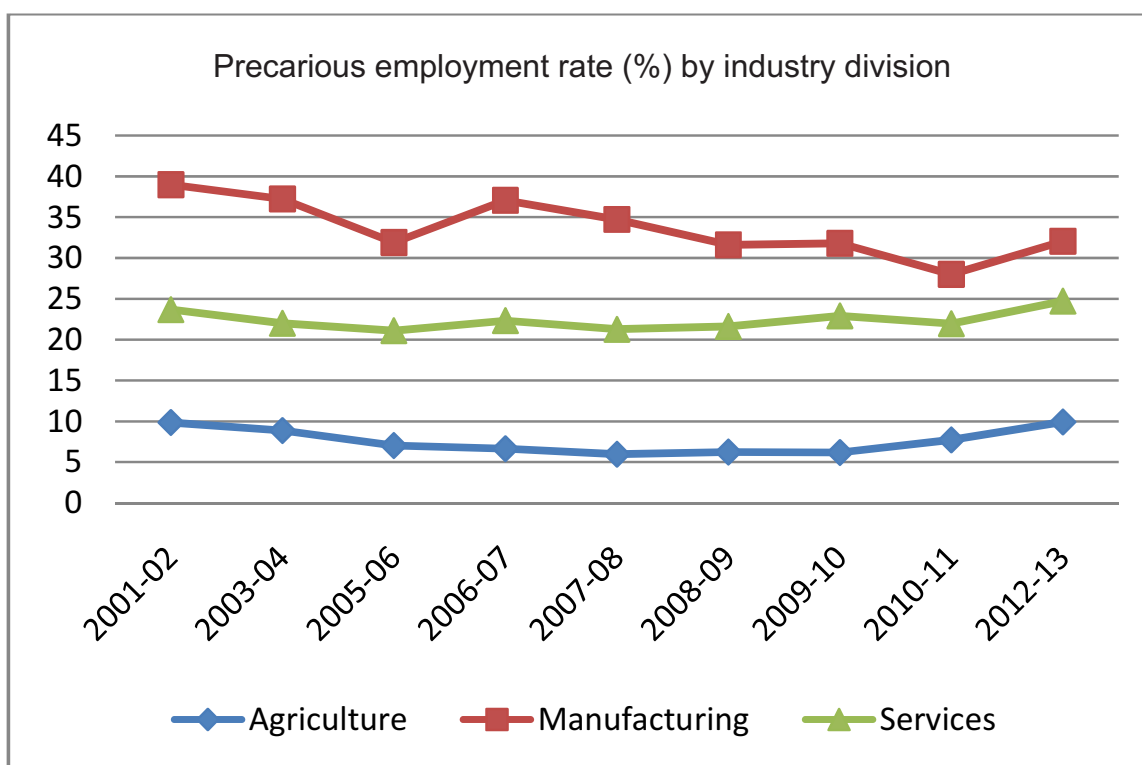
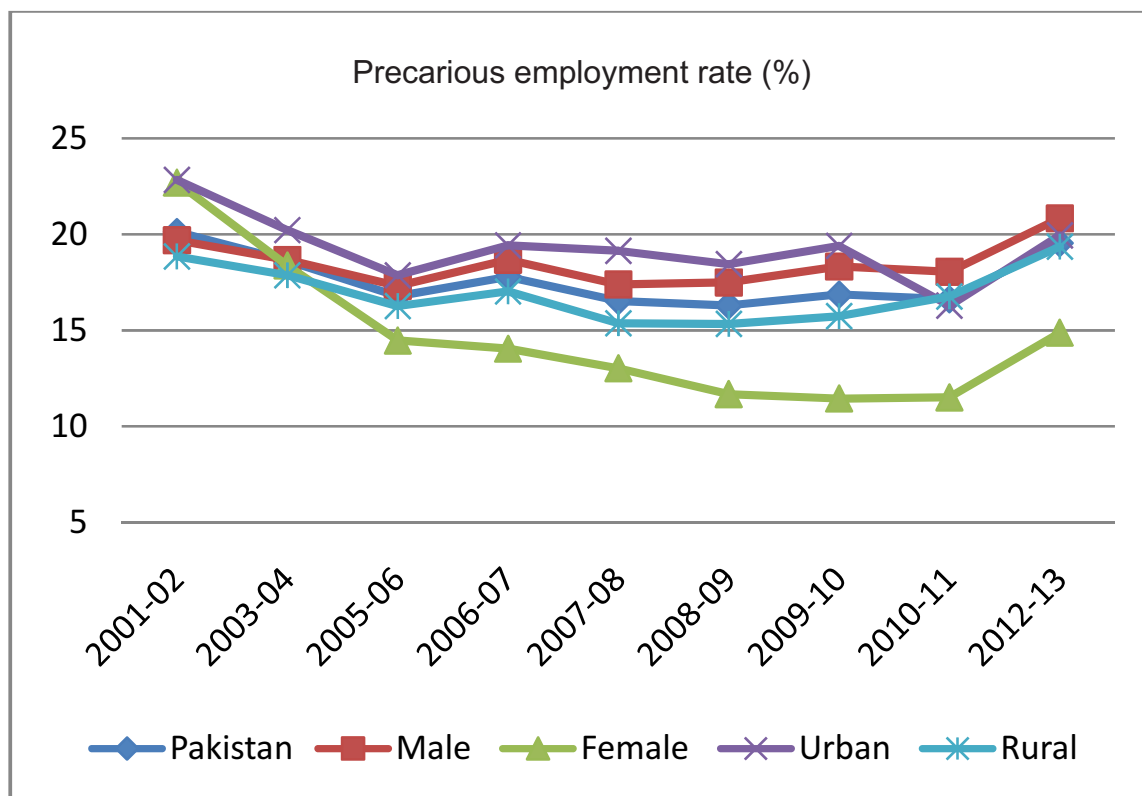
Table 7 (b): Stability and security of work

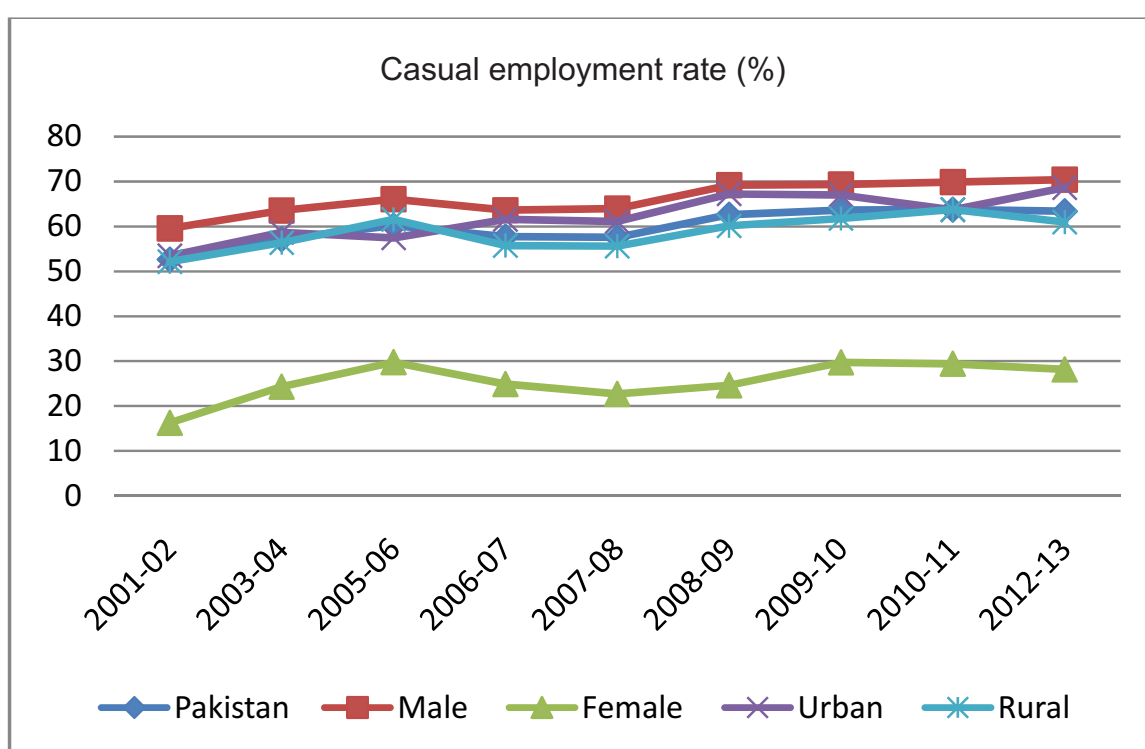
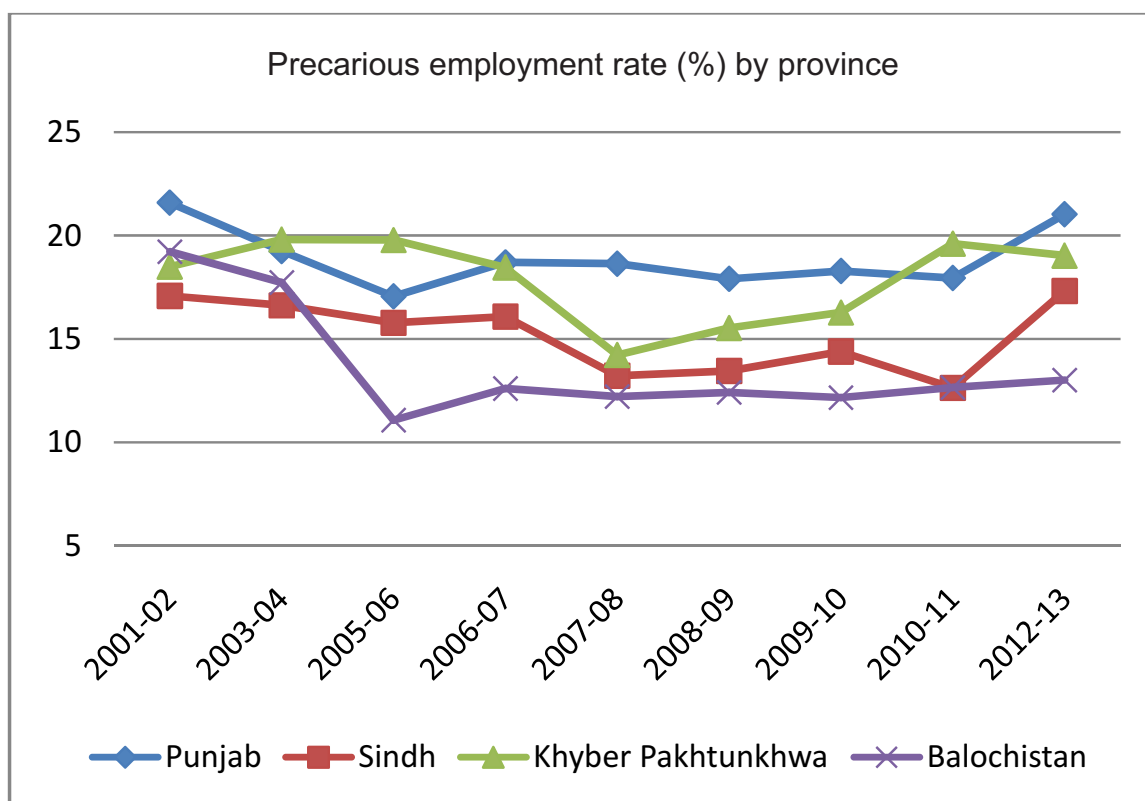
Decent Work Indicators	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-13 ¹
Real earnings of casual workers 15+ (Rs. 2000-01=1)									
Pakistan									
Both sexes	2 559	2 628	2 773	3 095	3 350	3 183	3 208	3 018	5 056
Male	2 621	2 648	2 901	3 196	3 452	3 255	3 302	3 132	5 208
Female	1 359	2 358	1 337	1 660	1 786	2 012	1 926	1 526	3 147
Urban	2 763	2 818	2 952	3 275	3 703	3 419	3 356	3 161	5 209
Rural	2 438	2 521	2 687	2 989	3 133	3 038	3 120	2 956	4 976
Punjab									
Both sexes	2 563	2 611	2 801	3 140	3 410	3 173	3 232	2 913	4 832
Male	2 651	2 637	3 024	3 323	3 573	3 296	3 357	3 094	5 037
Female	1 256	2 399	1 182	1 459	1 657	1 730	1 948	1 372	2 822
Urban	2 812	2 711	2 956	3 364	4 039	3 353	3 417	3 076	5 141
Rural	2 431	2 562	2 740	3 055	3 129	3 091	3 148	2 856	4 711
Sindh									
Both sexes	2 639	2 750	2 644	2 947	3 115	3 148	3 102	2 926	4 894
Male	2 674	2 765	2 695	2 972	3 155	3 173	3 179	2 956	4 981
Female	1 844	2 326	1 727	2 391	2 268	2 645	1 870	2 206	3 769
Urban	2 746	2 988	2 969	3 278	3 351	3 411	3 242	3 179	5 098
Rural	2 405	2 388	2 250	2 285	2 637	2 581	2 842	2 634	4 624
Khyber Pakhtunkhwa									
Both sexes	2 570	2 466	2 758	3 264	3 305	3 163	3 290	3 398	5 909
Male	2 597	2 479	2 763	3 282	3 316	3 160	3 314	3 413	5 948
Female	1 206	1 325	2 539	1 822	1 826	3 543	1 739	2 435	3 793
Urban	2 431	2 572	2 681	2 942	3 849	3 452	3 694	3 618	5 816
Rural	2 595	2 444	2 772	3 342	3 183	3 114	3 215	3 366	5 921
Balochistan									
Both sexes	2 222	2 728	3 263	2 891	3 963	3 591	3 261	3 445	6 472
Male	2 226	2 741	3 270	2 885	3 985	3 569	3 287	3 457	6 495
Female	1 884	2 121	2 396	3 222	2 850	4 745	2 032	2 088	5 058
Urban	2 715	2 986	3 350	3 011	3 381	4 281	3 437	3 131	7 204
Rural	2 140	2 677	3 233	2 853	4 188	3 274	3 206	3 556	6 220

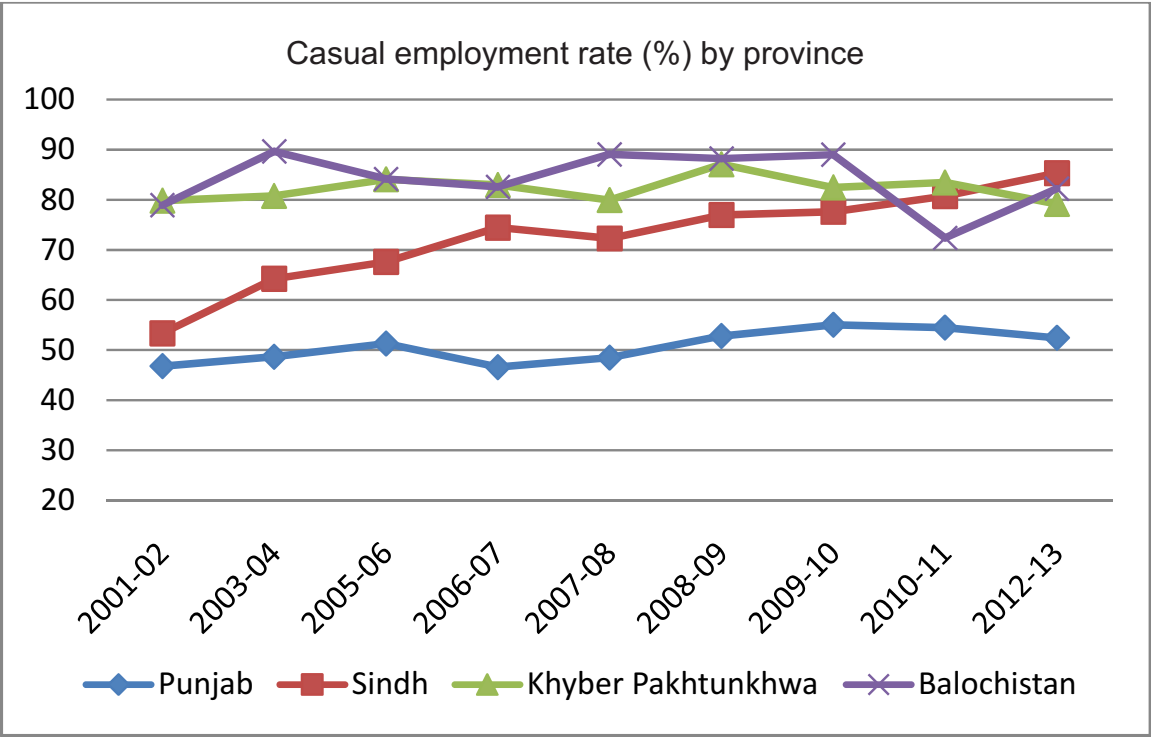
¹ The earnings for 2012–13 have been deflated with the newer CPI which is based on 2007–08 prices, as compared to older CPI based on 2000–01 prices. Therefore, real earnings of casual workers for 2012–13 are not directly comparable with the earlier figures.

Source: PBS, LFS

7. Stability and security of work - Graphs







8

Equal opportunity and treatment in employment

The ILO Equal Remuneration Convention, 1951 lays down the principle of equal remuneration for men and women for the same amount of work done. This Convention has been ratified by Pakistan and the Constitution of Pakistan explicitly stipulates that no discrimination can be made for employment in the public sector on the basis of race, religion, caste, sex, residence or place of birth (see Legal Framework Indicator 13: Equal remuneration of men and women for work of equal value).

Occupational disaggregation by gender persisted continued to persist in the country during the period under review, with an increase in the participation of women in economic activities between 2001 and 2013, concentrated in the skilled agricultural-workers' category; their share in this occupational group increased from just under one-fifth of total employment in 2001–02 to close to two-fifths of all workers in this category in 2012–13. Following this, the highest proportion of women was found to be working as technicians and associate professionals, as well as in elementary occupations, representing 29.3 per cent and 18.5 per cent, respectively, of the employed in those two groups. During this period women were still very much under-represented in the white-collar occupations, comprising just 3.1 per cent of the employed in the category including legislators, senior officials and managers, and 9.3 per cent of the employed men in the professionals' group, in 2012–13. Women's share of employment in the first occupational group increased marginally, from a low of 2.1 per cent in 2003–04, while it fluctuated in the case of the second group (professionals) from a high of 17.7 per cent in 2010–11 to a low of 9.3 per cent in 2012–13. During the same period women's their share in the technicians' and associate

professionals' group slightly decreased slightly (Table 8).

The urban-rural breakdown reveals that women's share in employment in the skilled groups of agricultural workers, craft and related-trades workers, elementary occupations, legislators and senior officials was higher in the rural areas of the country. The relatively higher share of women in the legislators' and senior officials' group in the rural areas was a surprising finding, which may be attributable to the reserved seats for women in the National and Provincial Assemblies. On the other hand, the share of women employed in the professionals, and technicians and associate-professionals groups was seen to be higher in the urban sector of the economy. The provincial analysis indicates that the share of women employed in each of the occupational groups was highest in the province of Punjab compared to the other three provinces (Table 8).

The analysis of the percentage distribution of the employed males and females separately by occupational groupings shows that the proportion of women employed as skilled agricultural workers increased over time from 46.3 per cent in 2001–02 to close to 66 per cent in 2012–13. However, this was offset by a decline in the proportion of women working as professionals, technicians and associate professionals, craft and related-trades workers and in elementary occupations. In terms of the occupational distribution of employed men, their proportion decreased slightly in the skilled agricultural-workers' group from 33.3 per cent to 29.5 per cent during this period, while their share increased slightly in the category group of legislators and senior officials, as well as technicians and associate professionals (Table 8(a)).

Legal Framework Indicator 12: Equal opportunity and treatment

- Mines Act 1923
- Factories Act, 1934
- West Pakistan Minimum Wage Rules, 1962
- West Pakistan Shops and Establishment Ordinance, 1969
- Disabled Persons (Employment and Rehabilitation) Ordinance, 1981
- Khyber Pakhtunkhwa Minimum Wages Act, 2013

Law, policy or institutions: In accordance with Article 27 of the Constitution, "No citizen otherwise qualified for appointment in the service of Pakistan shall be discriminated against in respect of any such appointment on the ground only of race, religion, caste, sex, residence or place of birth". This Article only concerns public sector jobs. We cannot locate a similar provision for non-discrimination in private sector employment. Moreover, Article 27 of the Constitution of Pakistan 2010 also provides for gender-based occupational segregation by stating that "specified posts or services may be reserved for members of either sex if such posts or services entail the performance of duties and functions which cannot be adequately performed by members of the other sex". The government has fixed a special quota of 10 per cent for women in government service.

According to the provisions of the Factories Act, 1934 women and children cannot work in the same way in industries as men/adults. Women are not allowed to work in a factory except between 6 a.m. and 7 p.m. However, if the employer arranges the transportation, the women with their consent, may work up to 10 p.m. in two shifts. The Mines Act 1923 also prohibits employment of women in any part of the mine which is below ground and from 7 p.m. to 6 a.m. in a mine above ground. The West Pakistan Shops and Establishment Ordinance, 1969 prohibits women and young persons from employment between the hours of 7.00 p.m. and 9.00 a.m.

In accordance with rule 15 of the West Pakistan Minimum Wage Rules, 1962, the principle of equal remuneration for work of equal value between men and women workers is applicable when fixing wages.

The Supreme Court, in 2011, had directed the National Data Registration Authority (NADRA) to issue identity cards to eunuchs, after their medical check-up, with a specific gender category of *Khwaja-Sira* (eunuch, in Urdu) terminology for a eunuch) instead of male or female. The Supreme Court, in its judgment, also declared that the eunuchs have the right to vote and to receive inheritance. Eunuchs were also hired by the Punjab Government during the current (2014) polio vaccination drive.

The Disabled Persons (Employment and Rehabilitation) Ordinance, 1981 has established a National Council for the Rehabilitation of Disabled Persons, as well as Provincial Councils for the Rehabilitation of Disabled Persons under the relevant Federal and Provincial Ministries. These Councils are primarily responsible for the formulation of policy for the employment, rehabilitation and the welfare of disabled persons. The Government has fixed a special quota of two per cent for disabled persons in employment.

Evidence of implementation: The CEACR had requested for information concerning the National Gender Reform Plan, which, according to the Government, provides for measures to increase women's employment in the public sector, and to fill the 10 per cent quota system in government employment at the federal level. The Committee had also requested the Government to provide more detailed information on the implementation of the public sector quota system, including statistical information on the distribution of men and women in the different government departments, jobs and positions. The Committee further asked the Government to provide detailed information on the specific measures taken to promote and ensure women's equality of opportunity and treatment in employment and occupation in the

public sector, and the specific measures taken to enable women to move from the informal to the formal economy, as well as statistical information indicating the progress made in enhancing their participation in the labour market both in rural and urban areas. It also asked the Government to provide information on measures taken or envisaged to promote the equal access of women and girls to education and training at all levels, including in the context of the National Education Policy, as well as up-to-date statistical information in this regard. The results of these requests for information ?

Coverage of workers in law: All workers are covered under the Constitution. No specific law relating to equality of opportunity and treatment is available. However, the province of Khyber Pakhtunkhwa has provided in all new laws, such as the Khyber Pakhtunkhwa Minimum Wages Act, 2013, that no discrimination shall be made on the basis of religion, political affiliation, sect, colour, caste, creed or ethnic background in considering and disposing of issues relating to the enforcement of the law.

Ratification of ILO Conventions: Pakistan ratified the Equal Remuneration Convention, 1951 (No. 100), on 11th October 2001 and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), on 24th January 1961.

Sources: CEACR observation concerning Conventions Nos. 100 and 111, ILO: NATLEX database.

Another important indicator used for assessing the availability of equal employment opportunities for women is the share of female employment in the International Standard Classification of Occupations (ISCO) sub-groups 11 and 12 corresponding to legislators and senior officials. These jobs are considered to have a high status, although they are not always paid the most. The figures in Table 8 indicate that employment opportunities for women in these white-collar jobs improved between 2001 and 2013, with the increase in the share of female employment in ISCO 11 and 12 increasing after

2003–04 to reach a peak of 7.9 per cent in 2012–13. In terms of the urban-rural regional disaggregation, this share was higher in the urban areas of the country, although the urban-rural gap remained quite small during most of the years under review, with the gap being at its highest in 2001–02. The provincial breakdown shows variations both across provinces and within provinces over time. The highest fluctuations within provinces can be seen in Punjab followed by KPK, with Punjab having the highest proportion of female employment during the period under review (Table 8(b)).

Legal Framework Indicator 13: Equal remuneration of men and women for work of equal value

- Payment of Wages Act, 1936
- Khyber Pakhtunkhwa Payment of Wages Act, 2013
- West Pakistan Minimum Wage Rules, 1962
- Civil Servants Act 1973

Law, policy or institutions: A The citizen's right to enter upon any lawful profession or occupation, and to conduct any lawful trade or business (Article 18), equality of citizens (Article 25), the prohibition of discrimination on the basis of gender, race, religion, caste, sex, residence or place of birth (Article 27) and participation of women in national life (Article 34), are guaranteed by the Constitution of Pakistan.

Rule 15 of the West Pakistan Minimum Wage Rules, 1962 provides that the principle of equal remuneration for work of equal value between men and women workers shall be applicable while fixing wages for the workers and no discrimination may be made on grounds of sex. In Pakistan's law regulating the wages: Payment of Wages Act, 1936, the term “Wages” means all

remunerations capable of being expressed in terms of money which would be payable by the employer to the employed person on the fulfilment of his or her contract of employment and also includes attendance-allowance, payment for good work or behaviour, bonuses and any other amount payable against termination of service.

Evidence of implementation: The CEACR emphasized the importance of adopting non-discrimination and equality legislation in order to give effect to Convention No.111, and noted that constitutional protection alone, while being important, may not be sufficient in terms of granting effective protection against discrimination in employment and occupation. The Committee asked the Government to provide information on measures taken or envisaged under the Protection against Harassment of Women at the Workplace Act so as to protect men and women equally against sexual harassment. The Committee stressed the need for measures to enable women to move from the informal to the formal economy, including extending social security and minimum wages, and training and education for rural women. Although the Government reiterated in general terms that the labour standard is implemented equally for all workers without any discrimination based on sex, and that all citizens without any discrimination have equal access to employment in a factory and to vocational training institutions, the Committee referred to the Labour Policy 2010. The policy admits that extending labour protection to the country's large and diverse informal economy is a major challenge. The Committee emphasized to the Government the need to continue to provide information on the specific measures taken to enhance the protection of the workers in the informal economy, including home-based workers and domestic workers, many of whom are women.

Coverage of workers in law: Workers are covered by the Constitution but no specific labour law is available on the subject except for one provision in the West Pakistan Minimum Wage Rules, 1962. However, the public-sector employees are covered by the Civil Servants Act.

Ratification of ILO Conventions: Pakistan ratified the Equal Remuneration Convention, 1951 (No. 100) on 11 October 2001 and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) on 24 January 1961.

Sources: CEACR observation concerning Conventions Nos. 100 and 111, ILO: NATLEX database.

The share of female wage-employment in the non-agricultural sector is another indicator used for measuring this dimension of decent work. The trends in this indicator show that the share of female wage-employment in the non-agricultural sector remained in the range of 9.5 to 11 per cent for the period under review, with a relatively higher proportion of urban women engaged in wage employment outside agriculture, compared to their rural counterparts (11.4 per cent vs. 8.4 per cent). In terms of the provincial breakdown, the share of female employment in the non-agricultural sector is seen to be highest in the province of Punjab (in the range of 12 to 14 per cent) and lowest in Balochistan (in the range of 3 to 5 per cent) during the entire period under review (Table 8(b)).

Summary assessment

In the area of equal opportunity and treatment in

employment, very limited progress was observed during the period 2001 to 2013, with only a marginal increase in the share of women employed as legislators, senior officials, managers and professionals. However, substantial challenges remain on this front, primarily the growing and significant share of women working in the low-productivity agricultural occupations, with close to 66 per cent of all employed women engaged as skilled agricultural and fishery workers in 2012–13. Other challenges include expanding education and employment opportunities for women, ensuring equal pay for work of equal value, and reducing the considerable gender inequalities between men and women in wage employment. From the legislative perspective, the absence of any legal framework for ensuring equal remuneration for men and women outside of public-sector employment represents an important gap.

Table 8: Equal opportunity and treatment in employment

Decent Work Indicators	2001-02	2003-04	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13
Women's share of employment by occupation 15+ (percentage)									
Pakistan									
Legislators, senior officials and managers	2.34	2.11	3.39	3.47	2.98	2.99	3.36	3.32	3.13
Professionals	17.27	15.92	13.74	12.19	10.51	14.4	16	17.74	9.26
Technicians and associate professionals	29.23	30.22	29.91	28.96	25.34	28.39	26.24	27.84	29.25
Clerks	2.88	2.45	4.37	3.11	2.18	2.02	2.13	2.59	3.29
Service workers and shop and market sales workers	3.17	2.52	3.14	2.89	2.42	1.81	3.27	2.12	2.05
Skilled agricultural and fishery workers	18.68	23.48	29.82	31.97	33.31	34.23	36.02	37.19	38.19
Craft and related trade workers	12.39	14.76	17.38	15.27	15.22	16.65	15.9	15.64	15.27
Plant and machine operators and assemblers	0.69	0.62	1.21	0.73	0.7	0.51	0.63	0.33	0.85
Elementary occupations	17.9	18.08	14.79	14.81	14.78	14.25	14.09	14.58	18.49
Urban									
Legislators, senior officials and managers	2.09	1.21	2.74	2.7	2.31	2.37	2.68	2.52	2.17
Professionals	21.31	17.33	16.81	13.8	11.83	16.93	19.28	21.12	10.07
Technicians and associate professionals	33.52	34.08	32.81	33.08	26.43	33.42	28.21	30.75	29.79
Clerks	3.61	3.59	5.19	4.46	2.97	2.53	2.55	3.94	3.26
Service workers and shop and market sales workers	4.33	3.05	4.1	3.24	2.83	2.3	3.84	2.81	2.62
Skilled agricultural and fishery workers	15.34	13.88	21.18	26.2	22.32	25.78	24.16	31.79	45.19

Decent Work Indicators	2001-02	2003-04	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13
Craft and related trade workers	10.63	11.8	14.83	10.77	10.94	12.76	12.25	11.51	11.52
Plant and machine operators and assemblers	0.14	0.97	1.35	0.96	0.58	0.56	0.68	0.39	1.08
Elementary occupations	9.93	12.47	9.74	10.97	9.63	11	11.51	10.22	14.06
Rural									
Legislators, senior officials and managers	2.65	3.32	4.2	4.47	3.84	3.89	4.28	4.4	4.41
Professionals	11.39	13.82	8.53	9.78	8.19	9.46	10.38	12.26	8.29
Technicians and associate professionals	24.99	25.68	26.92	24.47	24.31	23.08	24.07	24.56	28.51
Clerks	1.5	0.11	2.47	0.99	0.55	1.01	1.27	0	3.35
Service workers and shop and market sales workers	1.68	1.8	1.93	2.42	1.9	1.18	2.46	1.25	1.41
Skilled agricultural and fishery workers	18.82	23.89	30.25	32.25	33.81	34.59	36.51	37.44	37.87
Craft and related trade workers	14.4	18.09	20.14	19.77	19.57	20.62	19.51	19.91	19.23
Plant and machine operators and assemblers	1.09	0.32	1.1	0.53	0.78	0.47	0.59	0.28	0.66
Elementary occupations	21.39	20.65	17.21	16.59	17.09	15.9	15.38	16.65	20.01
Punjab									
Legislators, senior officials and managers	3.14	3.22	4.76	4.88	4.38	4.21	4.78	5.02	3.66
Professionals	20.38	18.06	14.49	15.76	12.23	13.16	18.23	21.54	8.44
Technicians and associate professionals	37.13	34.64	37.13	36.41	31.46	34.38	33.33	32.89	36.72
Clerks	2.93	1.7	5.13	3.05	2.24	2.51	3.02	3.02	5.00
Service workers and shop and market sales workers	4.4	3.4	4.15	3.96	3.03	2.14	4.87	2.69	4.76
Skilled agricultural and fishery	25.27	30.06	37.35	39.19	36.97	37.2	41.64	43.14	43.73

Decent Work Indicators	2001-02	2003-04	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13
workers									
Craft and related trade workers	15.26	18.38	21.25	18.87	18.7	20.6	18.91	18.31	17.40
Plant and machine operators and assemblers	1.03	0.96	1.27	0.52	0.86	0.48	0.66	0.22	1.03
Elementary occupations	24.62	25.62	20.48	20.94	19.43	19.2	18.35	19.39	24.61
Sindh									
Legislators, senior officials and managers	1.41	0.61	1.61	1.77	1.27	1.47	1.62	1.22	2.12
Professionals	14.34	12.1	16.96	6.22	7.95	17.24	13.82	13.72	8.98
Technicians and associate professionals	19.22	24.54	19.11	20.77	15.23	22.18	16.6	22.64	18.13
Clerks	2.73	4.39	4.26	3.89	2.55	1.83	1.59	2.79	1.91
Service workers and shop and market sales workers	1.81	1.63	2.4	1.93	1.87	1.48	1.37	1.51	1.27
Skilled agricultural and fishery workers	8.1	8.98	14.95	18.52	27.33	28.91	26.71	27.8	30.38
Craft and related trade workers	3.87	6.16	7.74	7.16	5.16	6.25	6.73	5.73	9.54
Plant and machine operators and assemblers	0	0.18	1.23	0.91	0.76	0.62	0.46	0.58	0.87
Elementary occupations	5.04	4.37	7.51	6.24	8.36	7.4	8.84	9.45	8.65
Khyber Pakhtunkhwa									
Legislators, senior officials and managers	1.15	0.33	1.12	1.64	1.31	1.87	1.63	1.36	1.46
Professionals	13.38	17.66	5.99	10.62	10.24	14.78	12.22	12.96	11.79
Technicians and associate professionals	23.18	30.29	28.3	25.67	23.59	22.59	23.61	24.44	23.73
Clerks	3.72	0.21	2.5	2.02	1.61	1.04	0.27	0.67	1.84
Service workers and shop and market sales workers	0.52	2.01	1.16	1.48	0.89	1.15	1.74	1.67	0.74

Decent Work Indicators	2001-02	2003-04	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13
Skilled agricultural and fishery workers	9.62	17.96	22.59	20.49	35.81	38.76	33.06	36.7	38.78
Craft and related trade workers	6.37	7.23	11.66	5.37	9.79	11.17	14.44	15.62	10.69
Plant and machine operators and assemblers	0.86	0.73	1	1.12	0.15	0.55	0.84	0.34	0.32
Elementary occupations	6.22	5.1	4.27	3.55	4	3.11	3.48	1.84	3.38
Balochistan									
Legislators, senior officials and managers	0	0.5	1.63	1.02	1.52	0.51	0.39	0.59	2.19
Professionals	4.56	10.95	2.66	8.41	2.77	9.35	8.11	4.19	11.85
Technicians and associate professionals	11.1	15.18	10.45	10.14	11.15	13.46	12.25	8.26	3.70
Clerks	1.73	1.68	0.63	1.66	0.17	0.62	0.75	1.44	1.05
Service workers and shop and market sales workers	2.11	0.35	0.79	0.78	2.77	1.11	0.14	0.31	0.71
Skilled agricultural and fishery workers	6.14	11.12	18.57	21.03	15.81	16.33	17.22	13.96	12.83
Craft and related trade workers	16.44	17.88	3.06	5.87	1.69	7.05	8.92	12.77	31.85
Plant and machine operators and assemblers	0.36	0	1	0.72	0.22	0.09	0.58	0.14	0.35
Elementary occupations	1.86	0.91	3.93	2.1	1.42	2.04	1.04	0.62	1.48

Source: PBS, LFS

Table 8 (a): Equal opportunity and treatment in employment

Decent Work Indicator	2001-2002		2003-2004		2005-2006		2006-2007		2007-2008		2008-2009		2009-2010		2010-2011		2012-2013	
Percentage distribution of employed males and females by occupation groups 15+ (percentage)																		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Pakistan																		
Legislators	13.59	1.97	14.17	1.55	15.18	2.29	15.55	2.34	16.20	2.03	15.95	1.91	15.41	1.99	14.60	1.79	14.68	1.70
Professionals	2.09	2.64	2.10	2.02	1.87	1.29	1.88	1.09	1.73	0.83	1.96	1.28	2.06	1.45	1.97	1.52	2.09	0.76
Technicians	4.08	10.21	4.29	9.45	4.66	8.57	4.63	7.91	5.21	7.22	5.11	7.85	5.05	6.67	5.15	7.10	5.21	7.71
Clerks	2.03	0.36	2.02	0.26	1.79	0.35	1.82	0.24	2.11	0.19	1.76	0.14	1.73	0.14	1.63	0.16	1.77	0.21
Service & shop workers	6.34	1.25	5.88	0.77	6.08	0.85	6.58	0.82	5.89	0.60	5.93	0.42	5.91	0.74	5.80	0.45	8.22	0.62
Skilled agricultur	33.25	46.25	33.47	52.22	32.48	59.45	32.36	63.73	32.60	66.57	32.77	66.18	32.35	67.66	31.64	66.98	29.52	65.33
Craft & related trades	16.42	14.07	16.21	14.28	16.25	14.73	16.26	12.28	16.26	11.93	15.44	11.97	15.85	11.13	16.44	10.90	16.12	10.40
Plant operators	4.74	0.20	4.66	0.15	5.36	0.28	5.27	0.16	5.25	0.15	5.36	0.11	5.06	0.12	4.69	0.05	6.30	0.19
Elementary (unskilled)	17.45	23.04	17.21	19.30	16.31	12.19	15.66	11.42	14.76	10.47	15.72	10.13	16.58	10.10	18.08	11.04	16.09	13.07
Urban																		
Legislators	22.52	4.48	23.69	2.55	24.34	5.42	25.37	6.14	26.40	6.29	27.07	5.42	25.56	5.99	24.14	4.96	24.19	4.14
Professionals	3.49	8.81	3.56	6.59	3.26	5.21	3.18	4.44	3.12	4.22	3.62	6.09	3.57	7.24	3.37	7.18	3.21	2.77
Technicians	5.65	26.50	6.33	28.89	6.50	25.11	6.52	28.12	7.12	25.81	6.99	29.01	7.35	24.56	7.52	26.60	8.46	27.70
Clerks	3.90	1.36	3.86	1.27	3.56	1.54	3.15	1.28	4.03	1.25	3.35	0.72	3.31	0.74	3.04	0.99	3.43	0.89
Service & shop workers	10.40	4.38	9.67	2.68	9.56	3.24	10.79	3.15	9.44	2.78	9.45	1.84	9.79	3.33	9.21	2.12	12.33	2.56
Skilled agricultural	4.37	7.36	4.42	6.29	5.02	10.68	4.66	14.43	4.74	13.75	4.28	12.28	4.38	11.87	4.29	15.93	3.29	20.90
Craft & related trades	26.47	29.30	25.60	30.22	24.95	34.39	24.56	25.87	24.69	30.59	23.37	28.25	23.47	27.85	25.20	26.10	24.65	24.77

Decent Work Indicator	2001-2002		2003-2004		2005-2006		2006-2007		2007-2008		2008-2009		2009-2010		2010-2011		2012-2013	
Percentage distribution of employed males and females by occupation groups 15+ (percentage)																		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Plant operators	5.91	0.08	6.19	0.53	6.80	0.73	6.93	0.59	6.56	0.38	6.11	0.29	6.26	0.36	5.65	0.18	8.12	0.68
Elementary (unskilled)	17.29	17.73	16.68	20.97	16.01	13.68	14.85	15.98	13.90	14.93	15.76	16.11	16.32	18.06	17.58	15.94	12.33	15.57
Rural																		
Legislators	9.04	1.26	9.12	1.30	10.26	1.56	10.29	1.58	10.74	1.33	9.99	1.22	9.95	1.27	9.51	1.21	9.54	1.22
Professionals	1.38	0.91	1.33	0.88	1.13	0.37	1.19	0.42	0.99	0.27	1.08	0.34	1.24	0.41	1.23	0.48	1.48	0.37
Technicians	3.28	5.63	3.21	4.61	3.68	4.69	3.62	3.85	4.18	4.16	4.10	3.71	3.81	3.44	3.89	3.50	3.45	3.82
Clerks	1.09	0.08	1.04	0.00	0.85	0.07	1.11	0.04	1.08	0.02	0.91	0.03	0.88	0.03	0.88	0.00	0.87	0.08
Service & shop workers	4.27	0.38	3.87	0.29	4.21	0.29	4.32	0.35	3.99	0.24	4.03	0.15	3.82	0.27	3.97	0.14	6.00	0.24
Skilled agricultural	47.95	57.18	48.87	63.67	47.21	70.88	47.18	73.64	47.52	75.27	48.04	76.74	47.42	77.72	46.21	76.42	43.71	73.97
Craft & related trades	11.31	9.78	11.24	10.30	11.59	10.12	11.81	9.55	11.74	8.86	11.19	8.78	11.75	8.11	11.78	8.09	11.51	7.60
Plant operators	4.14	0.23	3.84	0.05	4.59	0.18	4.39	0.08	4.55	0.11	4.96	0.07	4.41	0.07	4.18	0.03	5.31	0.10
Elementary (unskilled)	17.54	24.54	17.49	18.89	16.47	11.84	16.10	10.50	15.23	9.73	15.69	8.96	16.72	8.67	18.35	10.13	18.12	12.59
Punjab																		
Legislators	13.46	1.86	14.18	1.70	15.25	2.39	15.16	2.36	15.14	2.34	15.30	2.19	15.07	2.21	14.03	2.09	18.55	1.99
Professionals	1.85	2.02	1.80	1.43	1.79	0.95	1.75	1.00	1.72	0.81	1.96	0.97	1.97	1.28	1.86	1.44	1.82	0.47
Technicians	3.40	8.58	3.73	7.12	4.07	7.54	3.74	6.50	4.66	7.21	4.39	7.49	4.21	6.14	4.47	6.18	4.66	7.63
Clerks	1.71	0.22	1.82	0.11	1.61	0.27	1.58	0.15	1.91	0.15	1.55	0.13	1.46	0.13	1.12	0.10	1.42	0.21
Service & shop workers	6.12	1.21	5.14	0.65	5.66	0.77	5.89	0.74	5.50	0.58	5.83	0.42	5.53	0.83	5.49	0.43	3.58	0.50
Skilled agricultural	31.76	45.90	33.79	52.35	31.44	58.78	32.14	62.94	30.87	61.02	31.59	61.00	31.45	65.42	30.14	64.50	28.31	62.11
Craft &	19.35	14.90	18.18	14.76	18.94	16.03	19.27	13.61	19.39	15.03	17.71	14.98	18.21	12.38	19.37	12.24	18.03	10.73

Decent Work Indicator	2001-2002		2003-2004		2005-2006		2006-2007		2007-2008		2008-2009		2009-2010		2010-2011		2012-2013	
Percentage distribution of employed males and females by occupation groups 15+ (percentage)																		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
related trades																		
Plant operators	4.37	0.19	3.86	0.13	5.09	0.21	4.78	0.08	5.15	0.15	5.23	0.08	4.51	0.09	4.38	0.03	6.08	0.18
Elementary (unskilled)	17.98	25.11	17.50	21.74	16.16	13.05	15.69	12.63	15.65	12.72	16.45	12.75	17.58	11.52	19.15	12.99	17.55	16.18
Sindh																		
Legislators	14.73	3.30	14.46	1.24	16.31	2.60	15.92	2.51	18.43	1.44	17.13	1.39	16.24	1.63	15.91	1.09	7.30	0.87
Professionals	2.87	7.50	2.53	4.85	2.00	3.98	2.10	1.22	1.72	0.90	2.10	2.38	2.40	2.36	2.11	1.85	2.51	1.36
Technicians	5.10	18.96	5.12	23.21	5.71	13.14	5.92	13.60	5.44	5.95	5.75	8.92	6.17	7.50	5.92	9.58	5.95	7.23
Clerks	2.98	1.31	2.50	1.60	2.34	1.02	2.21	0.79	2.72	0.43	2.28	0.23	2.42	0.24	2.78	0.44	2.56	0.27
Service & shop workers	7.11	2.04	7.76	1.79	7.37	1.77	8.62	1.49	6.89	0.80	6.67	0.54	7.25	0.62	7.07	0.60	17.29	1.22
Skilled agricultural	33.09	45.55	31.72	43.60	30.50	52.28	31.16	62.06	34.45	78.77	34.15	75.58	32.88	73.21	34.49	73.44	30.73	73.53
Craft & related trades	13.70	8.62	14.72	13.47	14.67	12.01	13.61	9.20	12.37	4.09	12.90	4.68	12.75	5.62	12.54	4.21	14.55	8.41
Plant operators	5.05	0.00	5.35	0.14	5.24	0.64	5.56	0.44	4.63	0.22	5.00	0.17	5.24	0.15	4.23	0.14	5.94	0.29
Elementary (unskilled)	15.36	12.73	15.85	10.10	15.87	12.56	14.90	8.69	13.36	7.41	14.02	6.10	14.64	8.67	14.96	8.64	13.16	6.83
KPK																		
Legislators	12.16	1.74	12.76	0.34	12.66	0.94	16.11	2.22	15.54	0.90	16.01	1.24	14.67	1.16	14.03	0.90	18.24	1.26
Professionals	1.99	3.79	2.74	4.76	2.10	0.88	2.20	2.16	1.84	0.91	1.90	1.34	2.02	1.33	2.49	1.72	1.72	1.08
Technicians	4.93	18.28	4.83	16.97	5.25	13.66	5.51	15.77	6.80	9.18	6.85	8.15	6.34	9.32	6.68	10.03	7.40	10.79
Clerks	1.62	0.77	1.85	0.03	1.49	0.25	2.02	0.35	1.60	0.11	1.50	0.06	1.22	0.02	1.50	0.05	1.61	0.14
Service & shop workers	6.30	0.40	5.49	0.91	5.37	0.41	5.89	0.73	5.71	0.22	5.21	0.25	4.89	0.41	4.68	0.37	5.34	0.19

Decent Work Indicator	2001-2002		2003-2004		2005-2006		2006-2007		2007-2008		2008-2009		2009-2010		2010-2011		2012-2013	
Percentage distribution of employed males and females by occupation groups 15+ (percentage)																		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Skilled agricultural	38.61	50.52	33.88	59.97	34.85	67.08	31.34	66.89	32.49	79.19	30.80	79.41	30.83	72.41	26.68	71.76	25.35	75.25
Craft & related trades	12.23	10.23	13.45	8.47	12.22	10.64	12.63	5.94	14.37	6.82	14.02	7.18	14.97	12.02	15.37	13.20	14.84	8.32
Plant operators	5.35	0.57	6.15	0.36	6.81	0.45	6.91	0.65	7.24	0.05	6.81	0.15	7.29	0.29	7.26	0.12	8.15	0.12
Elementary (unskilled)	16.81	13.70	18.84	8.19	19.27	5.67	17.38	5.29	14.40	2.62	16.91	2.21	17.79	3.05	21.29	1.85	17.35	2.85
Balochistan																		
Legislators	12.65	0.00	15.68	1.00	14.17	1.83	16.65	1.28	18.27	2.90	17.21	0.84	16.64	0.59	15.50	1.00	2.24	0.47
Professionals	1.22	1.22	1.87	2.95	1.65	0.35	1.42	0.97	1.62	0.47	1.44	1.41	1.17	0.93	1.34	0.64	3.71	4.70
Technicians	5.09	13.32	5.38	12.36	4.49	4.08	5.98	5.06	6.54	8.44	5.94	8.74	5.66	7.15	5.10	5.05	7.37	0.86
Clerks	2.06	0.76	2.05	0.45	1.73	0.09	2.02	0.26	2.36	0.04	2.15	0.13	2.37	0.16	1.63	0.26	1.80	0.18
Service & shop workers	5.01	2.26	5.37	0.24	5.69	0.35	5.26	0.31	5.50	1.61	4.79	0.51	5.34	0.07	5.15	0.18	18.79	1.27
Skilled agricultural	39.63	54.33	38.40	61.70	49.37	87.64	43.87	87.51	43.33	83.69	44.23	81.65	44.44	83.71	46.44	82.78	46.52	64.51
Craft & related trades	4.43	18.25	6.89	19.26	3.68	0.90	3.97	1.85	4.69	0.83	5.65	4.06	6.67	5.92	5.60	9.00	5.92	26.06
Plant operators	6.21	0.47	7.08	0.00	5.72	0.45	5.55	0.30	4.88	0.11	5.30	0.05	5.25	0.28	4.59	0.07	6.28	0.21
Elementary (unskilled)	23.71	9.39	17.28	2.03	13.50	4.30	15.27	2.45	12.81	1.90	13.29	2.61	12.46	1.19	14.65	1.01	12.32	1.74

Source: PBS, LFS

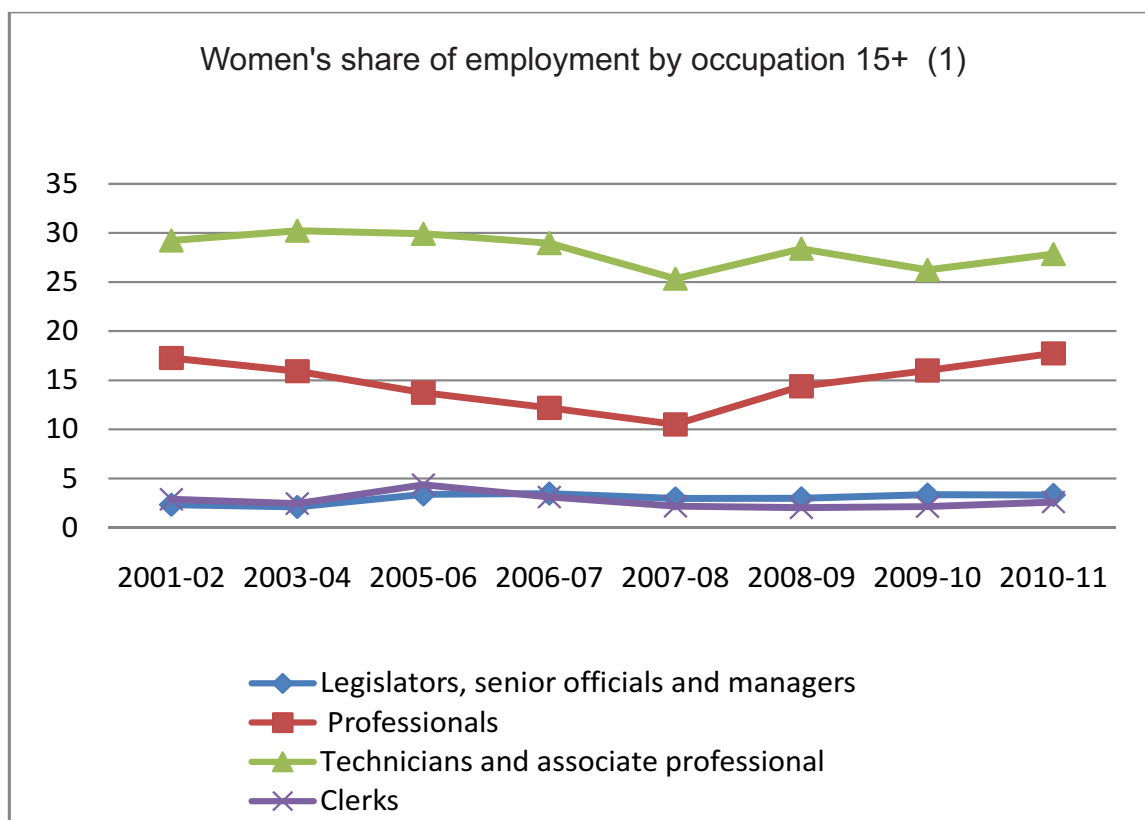
Table 8 (b): Equal opportunity and treatment in employment

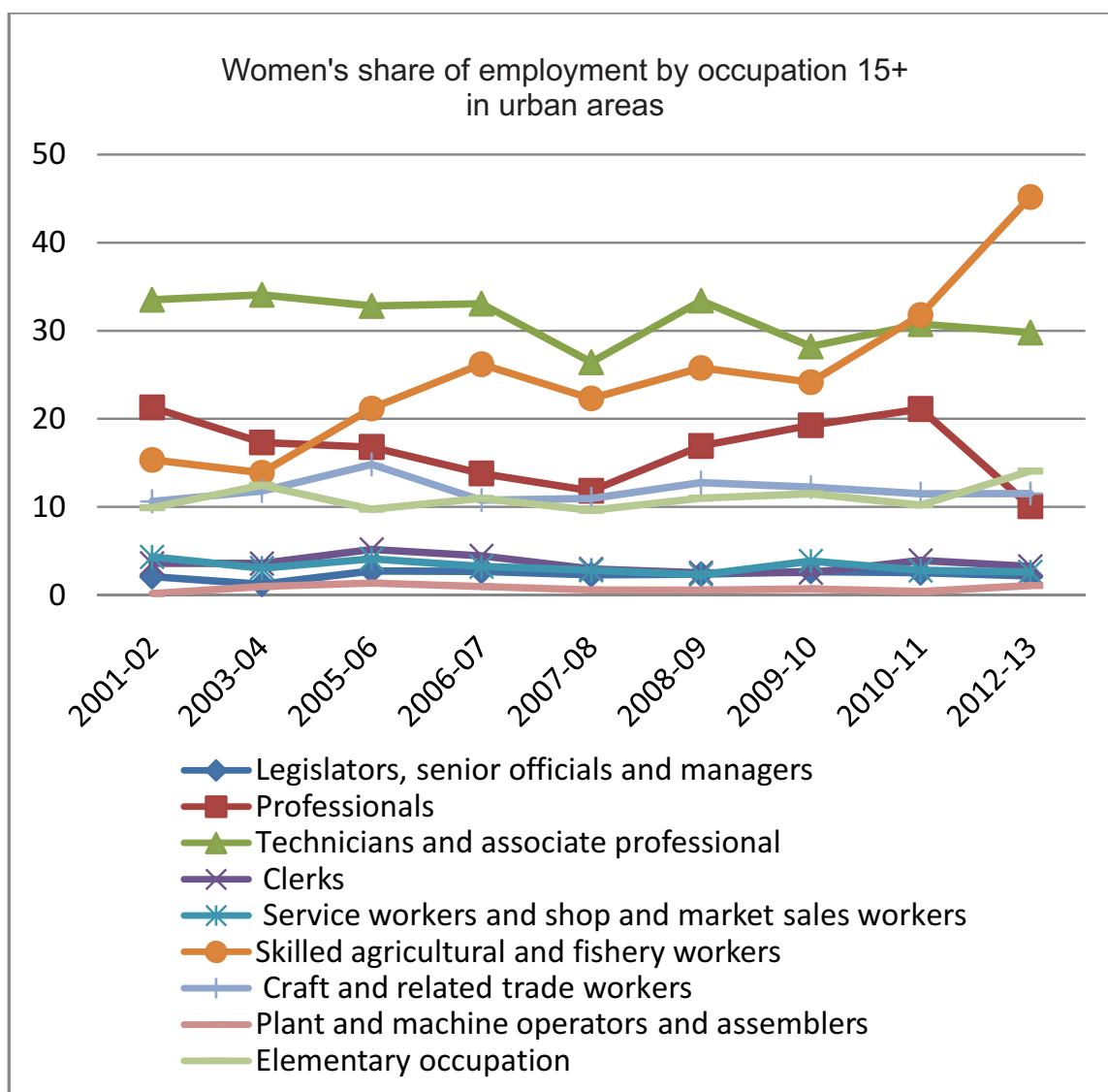
Decent Work Indicator	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013
Female Share of Employment in Senior and Middle Management (ISCO 88, 11 & 12) 15+ (percentage)									
Pakistan	4.31	2.22	7.62	6.08	5.23	5.70	6.40	5.75	7.89
Urban	5.25	2.68	7.99	6.23	5.12	5.71	6.25	6.25	8.05
Rural	0.00	0.00	6.48	5.48	5.60	5.69	7.20	3.42	7.11
Punjab	3.57	3.23	11.31	8.63	6.29	9.11	9.09	8.60	9.28
Urban	4.60	4.15	11.64	9.41	6.52	9.04	9.21	10.49	11.21
Rural	0	0	10.43	6.15	5.80	9.38	8.61	3.86	0
Sindh	6.12	1.61	4.13	3.48	4.02	2.68	3.23	3.89	6.35
Urban	6.47	1.71	4.68	3.45	4.00	2.85	3.43	3.87	5.55
Rural	0	0	0	3.75	4.23	0	0	4.21	15.79
Khyber Pakhtunkhwa	0.00	0.00	2.88	3.59	6.25	6.74	9.27	0.53	9.10
Urban	0	0	4.33	5.13	5.61	10.05	7.42	0.88	8.32
Rural	0	0	1.77	2.18	6.69	2.55	11.71	0	9.83
Balochistan	0.00	0.00	0.92	7.02	5.82	1.32	1.98	0.59	10.05
Urban	0	0	1.03	0	8.35	2.26	3.73	0.84	12.64
Rural	0	0	0	23.05	2.64	0	0	0	0
Share of female wage employment in non-agricultural sector 15+									
Pakistan	9.51	10.12	10.95	10.42	10.00	10.81	10.13	10.40	9.90
Urban	10.83	10.94	12.24	11.08	9.68	11.80	11.11	11.83	11.38
Rural	8.08	9.24	9.61	9.78	10.32	9.81	9.13	8.98	8.43
Punjab	12.17	12.48	13.78	13.34	12.82	13.74	12.85	13.17	12.43
Urban	13.88	13.18	14.75	13.94	11.90	14.45	14.03	14.47	14.38
Rural	10.59	11.87	12.93	12.83	13.60	13.14	11.81	12.08	10.76
Sindh	6.19	7.19	7.90	6.73	5.76	7.33	6.41	7.38	6.92

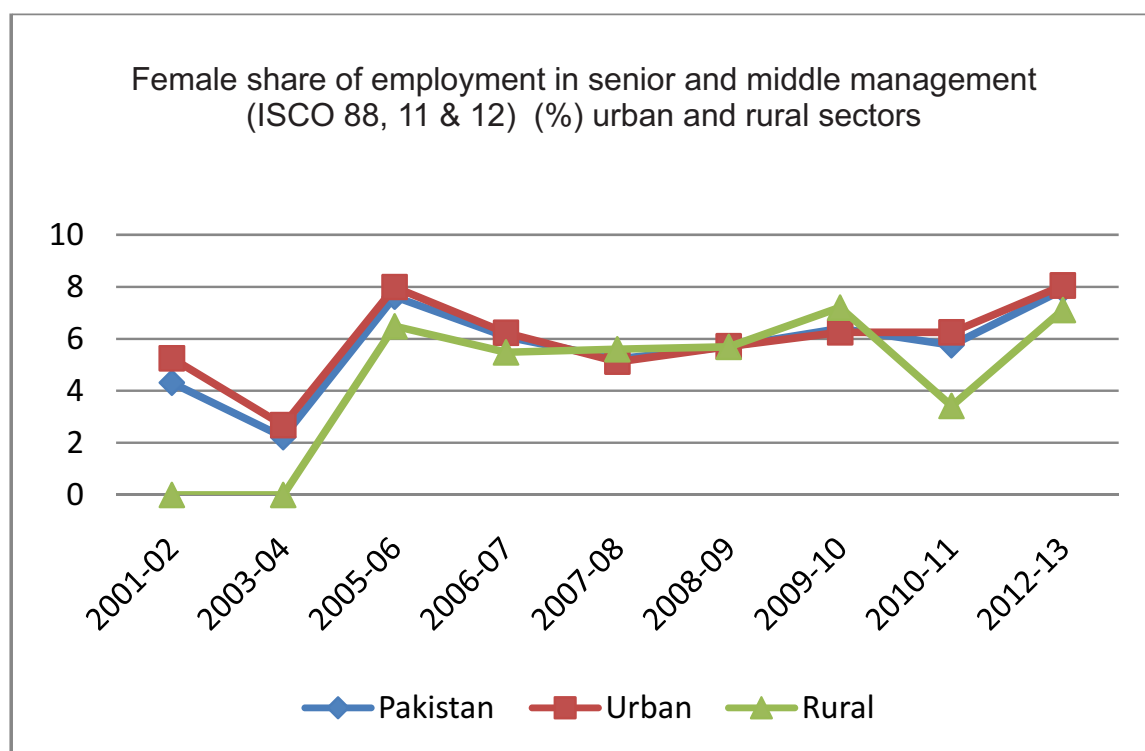
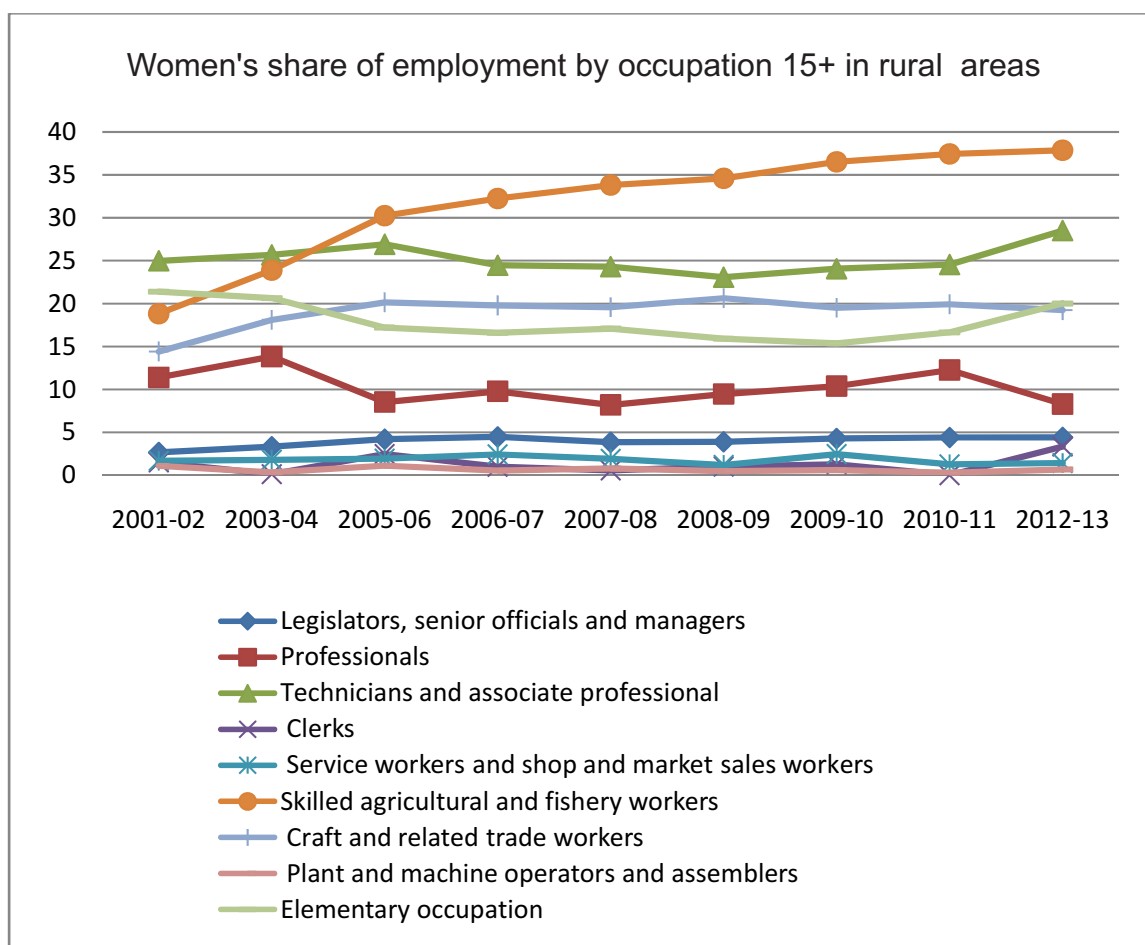
Decent Work Indicator	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013
Urban	7.33	8.46	9.45	7.93	6.91	8.77	7.51	9.03	7.81
Rural	2.66	3.28	4.10	3.73	2.63	3.19	3.55	2.91	4.81
Khyber Pakhtunkhwa	5.97	8.31	7.20	7.20	7.00	6.39	7.04	6.61	6.77
Urban	8.73	11.21	12.42	9.79	8.46	10.54	9.66	10.25	11.14
Rural	5.17	7.40	5.57	6.38	6.52	4.98	6.22	5.52	5.49
Balochistan	3.37	4.31	3.38	3.46	3.99	4.55	4.04	2.33	3.01
Urban	5.13	7.43	5.36	4.99	6.64	6.77	7.12	4.63	5.24
Rural	2.69	2.93	2.04	2.57	2.43	3.32	2.34	0.93	1.52
Gender wage gap									
Pakistan	42.8	38.0	34.9	39.8	43.8	34.0	34.6	36.2	37.5
Urban	32.3	28.3	24.1	24.2	34.6	23.6	24.9	23.4	22.8
Rural	49.4	44.5	45.4	52.6	47.7	44.3	43.4	46.9	46.7
Punjab	45.9	39.4	40.5	44.3	48.5	40.2	40.5	38.2	39.8
Urban	34.7	22.7	28.7	24.1	39.7	31.7	31.7	30.9	22.8
Rural	50.7	47.5	47.6	56.5	50.3	45.3	46.1	47.8	47.3
Sindh	14.8	31.3	13.8	24.2	22.4	6.01	11.8	27.0	23.9
Urban	19.2	37.4	14.4	25.5	25.6	6.5	7.9	24.1	23.5
Rural	22.4	17.7	26.9	36.9	28.6	34.8	40.3	53.5	29.9
KPK	21.0	12.9	11.5	5.2	4.9	9.2	3.3	3.2	2.9
Urban	20.7	3.5	8.4	5.4	4.9	5.6	4.4	4.8	-5.3
Rural	24.8	22.3	23.7	7.3	6.4	20.5	5.8	7.5	12.2
Balochistan	3.7	-8.4	13.8	-7.0	2.9	9.4	10.8	4.6	-10.7
Urban	-4.3	-3.4	22.7	-10.0	13.2	7.2	24.1	12.5	-8.5
Rural	22.8	4.99	7.5	3.8	-8.2	21.5	0.6	2.6	10.2

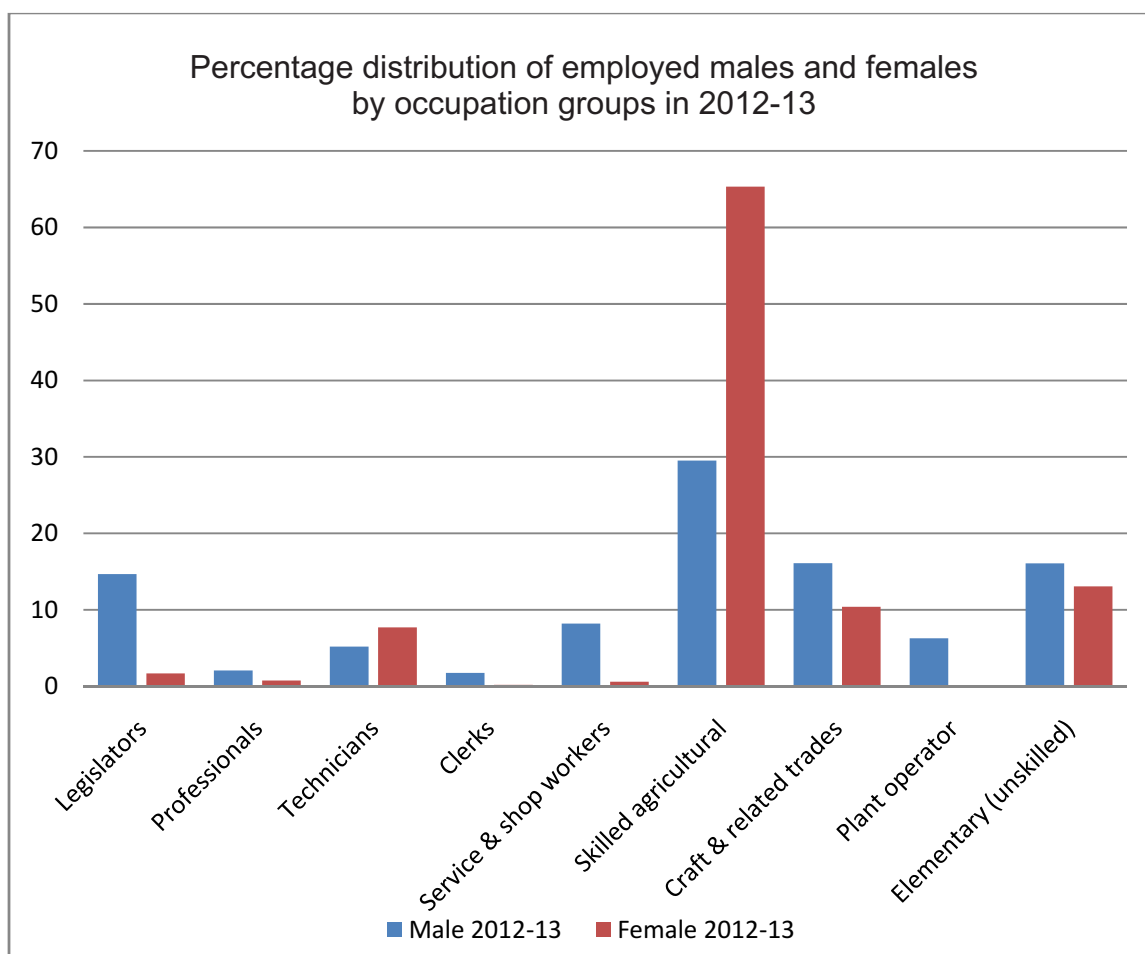
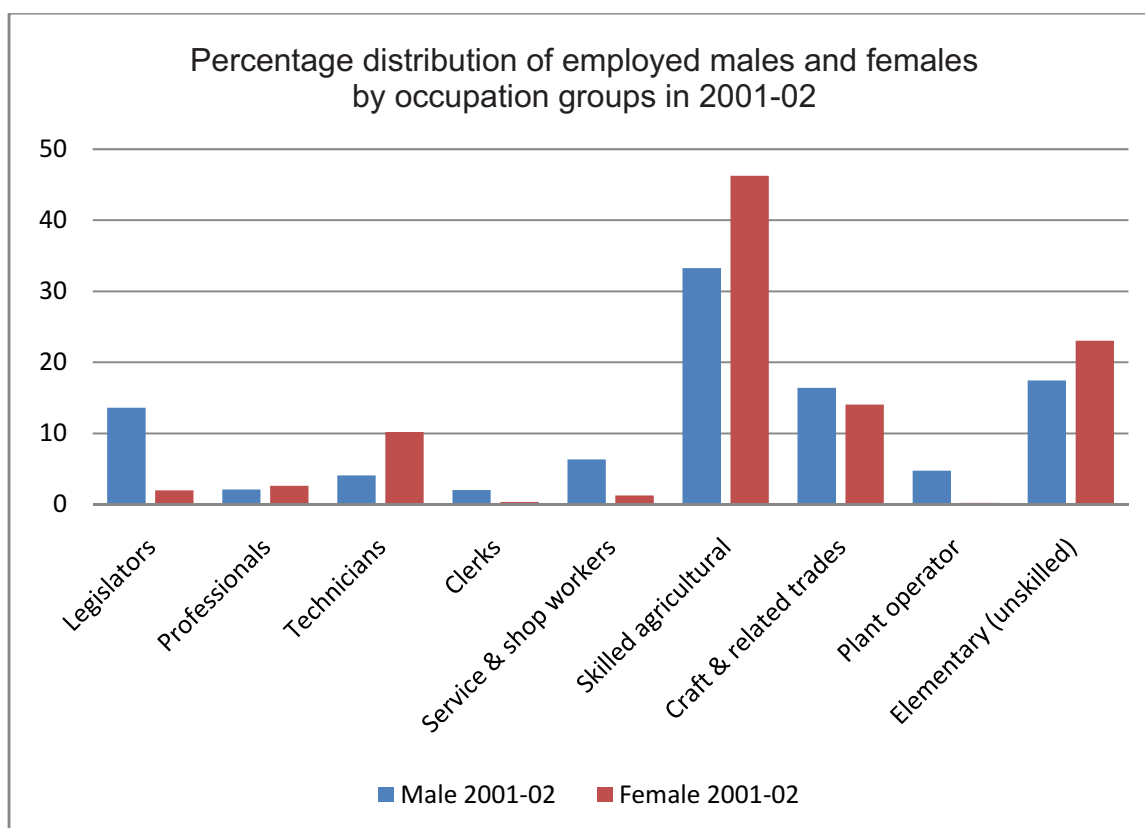
Source: PBS, LFS

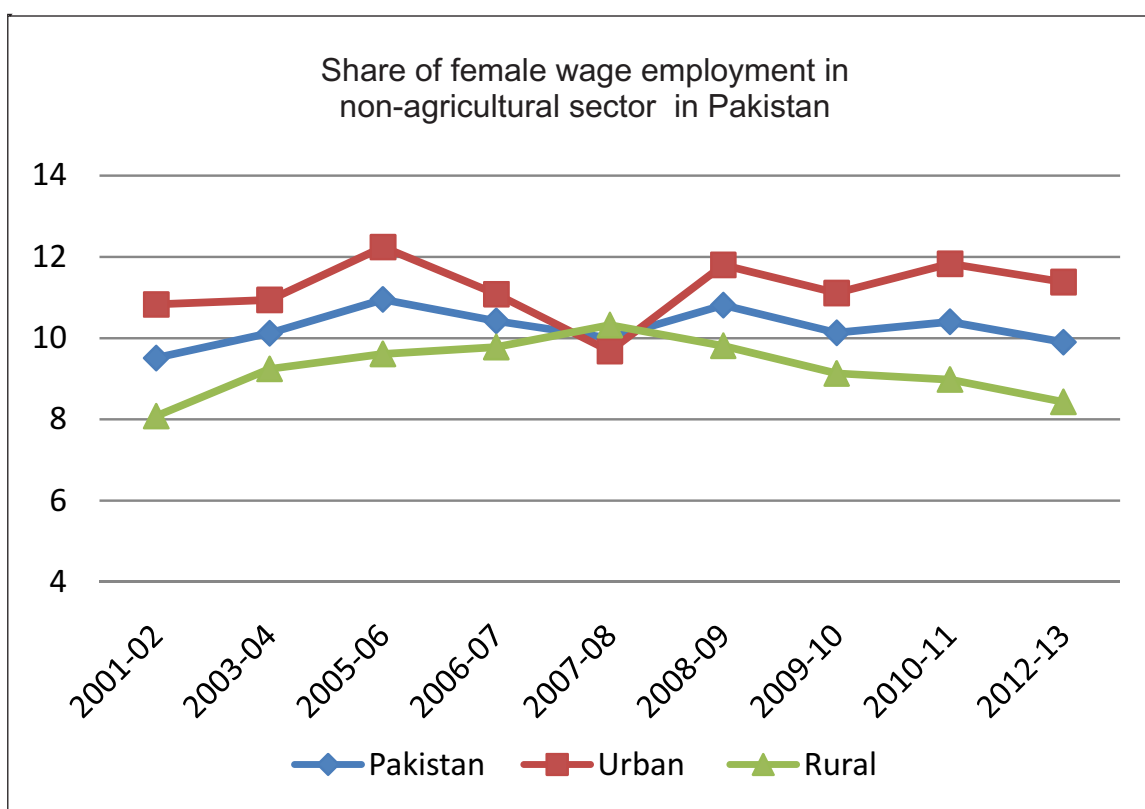
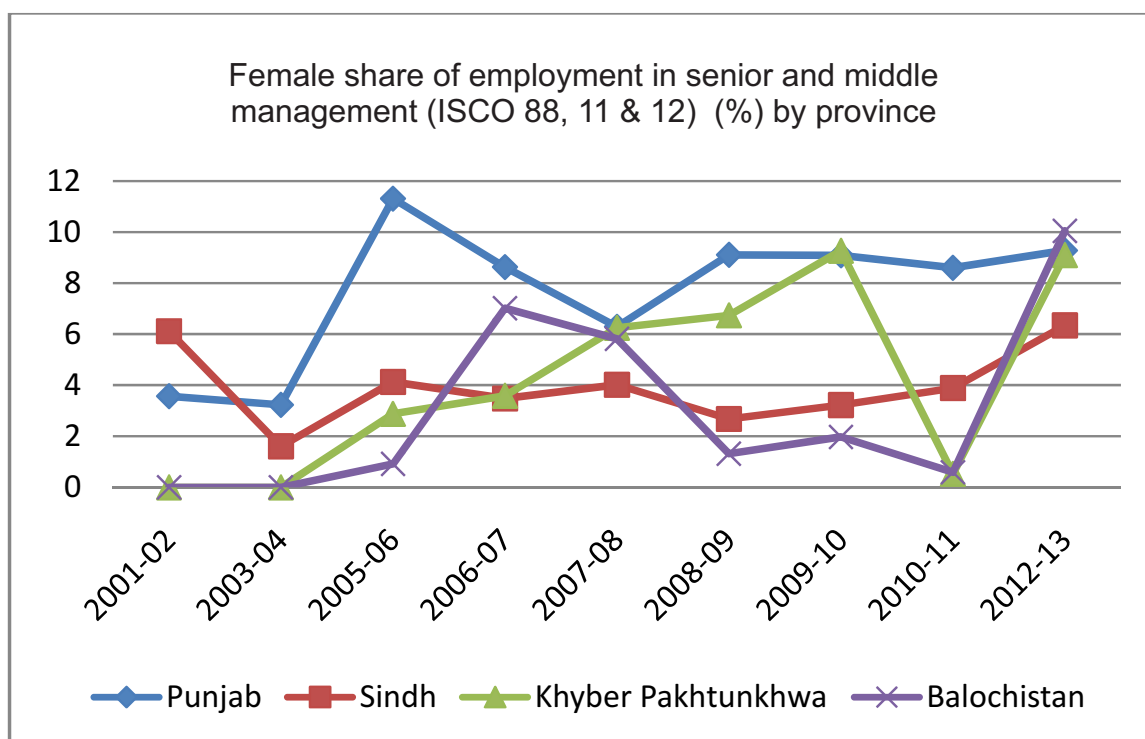
8. Equal opportunity and treatment in employment - Graphs

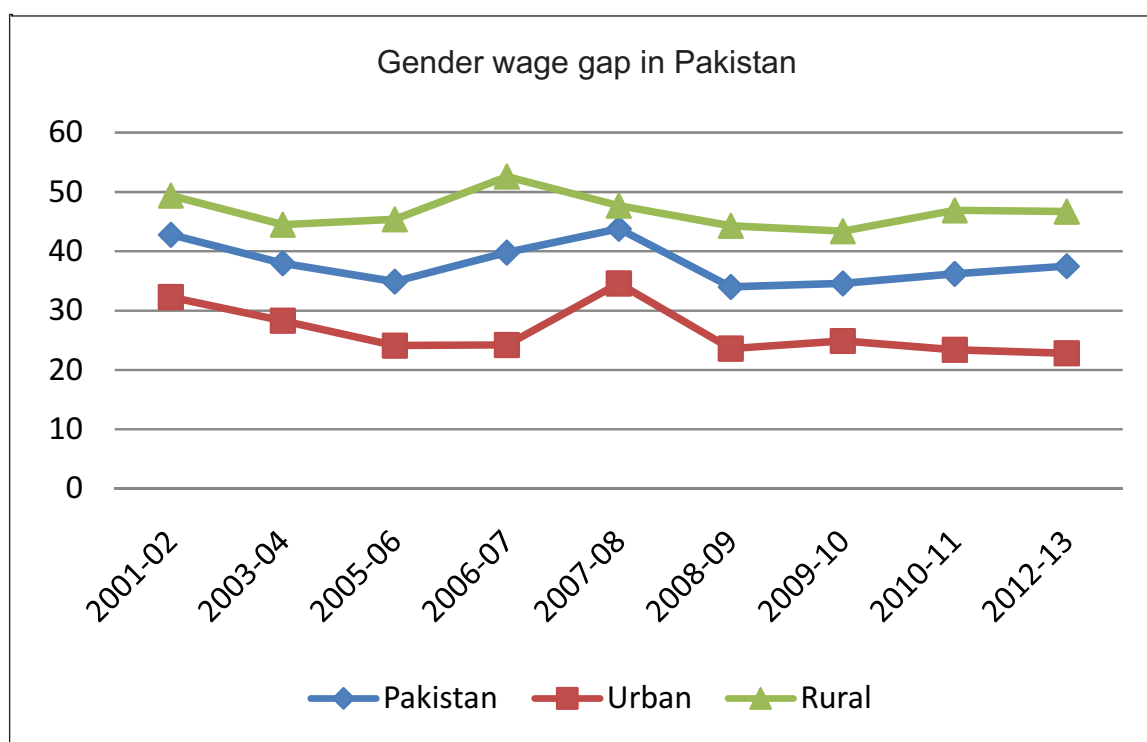
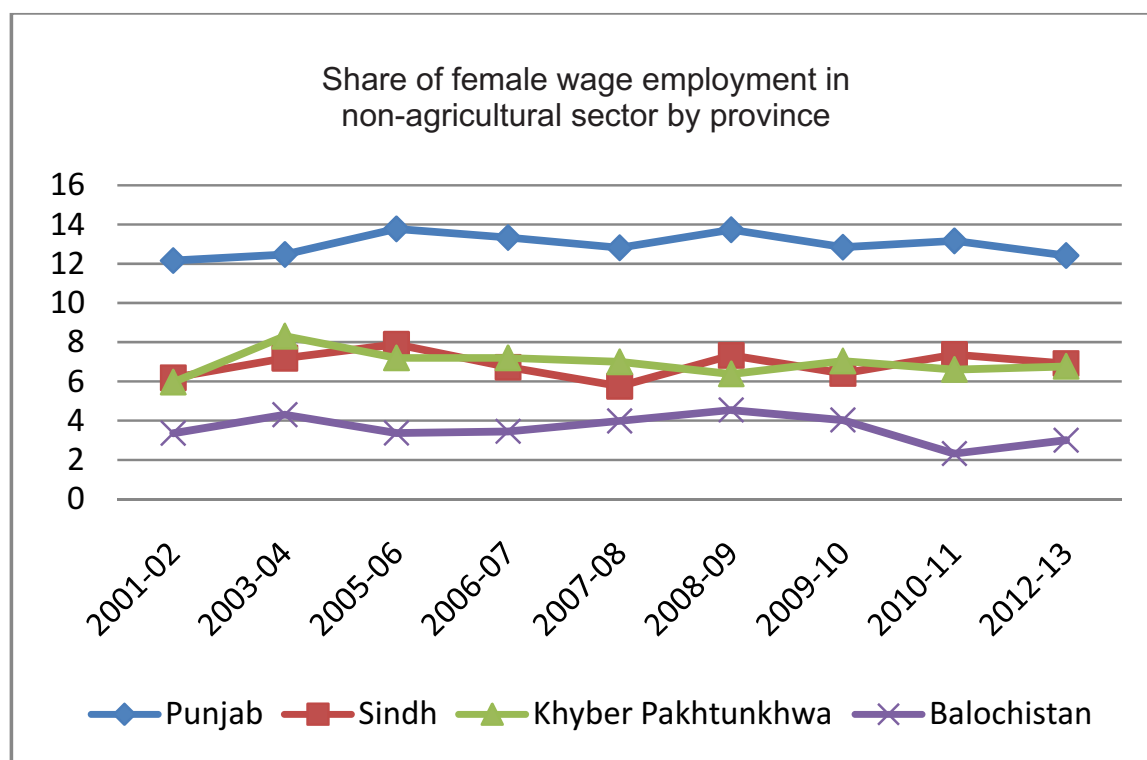


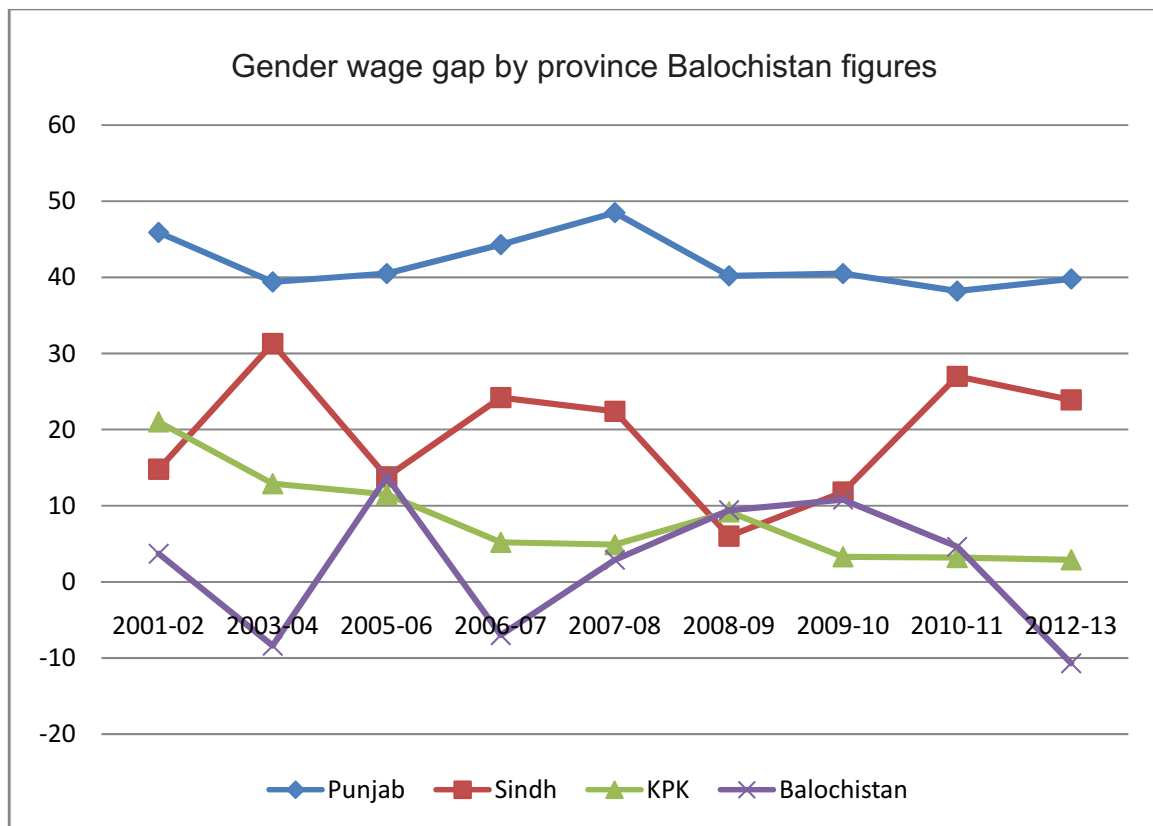












9 Safe work environment

Provision of occupational safety and health (OSH), as well as a safe working environment is a critical dimension of decent work. In Pakistan, occupational safety and health is covered under different laws applicable to workers, primarily across the industrial (falling under the definition of industries as per ISIC classification) and commercial sectors (mainly the services sectors). These laws are administered through the system of provincial labour inspectors, who are responsible for regulating the health and safety standards in establishments falling under their jurisdiction (details in Legal Framework Indicators 14 and 15). However, the proper functioning of the provincial labour inspectorates has been hindered by a number of factors, including the lack of trained staff, inadequate financial resources, weak enforcement and monitoring capacity, as well as a lack of systematic maintenance of administrative records on different aspects of occupational health and safety.

Assessments of the occupational safety and health environment in Pakistan have been constrained by the lack of (systematically available) administrative data on work-related injuries and fatalities across the four provinces. Where administrative records are available, the figures cover a minor share of enterprises in the industrial and commercial sectors, while a large and expanding share of businesses operates in the informal sector, which thus far has gone unchecked. In addition, the agricultural sector, which is the mainstay of employment especially in the rural areas of the country, together with the housing construction sector and the transport sector in urban areas, are all outside the scope of

the labour laws and consequently OSH standards. This chapter makes use of data mainly from the Labour Force Survey to examine trends in the occupational injury frequency rate (non-fatal) and time lost due to occupational injuries, while data on the numbers of labour inspectors are drawn from administrative records of the provincial Labour and Mines departments.

The non-fatal occupational injury frequency rate provides information on the number of new cases of non-fatal occupational injury per hours worked by the concerned population during the reference period, and thus provides an insight into the state of OSH provisions in practice in Pakistani workplaces. The rate of such injuries nationally stood at 4.1 per cent in 2012–13, with the rate for men being double that for women workers and higher for rural than compared to urban workers. The trends in this indicator show that the occupational-injury frequency declined between 2001 and 2008, reaching a low of 2.1 per cent in 2007–08 but rising consistently thereafter to a high of 4.1 per cent in 2012–13.

In terms of the provincial breakdown during the 12-year period, the occupational injury frequency rate was highest in the province of Sindh, followed by Punjab and lowest in Balochistan. The movement of this indicator across all four provinces follows trends observed at the national level during 2001–2013 due to a higher incidence of injury caused by weak enforcement and a lack of appropriate supervision. Analysis of non-fatal occupational injuries by occupational groupings indicates that work-related injuries were found to be highest for plant-machinery operators and assemblers, followed by workers in elementary occupations and craft and related trades workers.

Occupational injury rates, meanwhile, were lowest for clerks and professionals, as well as technicians and associate professionals (Table 9).

Data for both fatal and non-fatal occupational injuries obtained from the administrative records of the provincial Labour and Mines departments are reported in Table 9 (a). However, the coverage of these administrative data is quite limited, especially in the province of Punjab, where the share of informal economic activity has been relatively higher than in the other provinces. According to these figures, work-related fatalities have been the highest in Punjab in 2007–09, and while they were the highest in Sindh in 2011–12. The fatalities in Sindh in 2012 were caused by a single industrial accident – the fire in a garment factory in Baldia Town, Karachi which claimed the lives of around 300 workers.

The total number of labour inspectors in Pakistan stood at just 337 in 2011–12, which bears no correspondence to the size of the national workforce – at 53.67 million in 2012–13, based on the data made available by the Labour and Mines Departments of the provincial governments.⁹ The number of inspectors was highest in the province of Sindh (175 during 2001–2009 then rising to 195 in 2012) during the entire period under review, implying relatively better coverage as compared to Punjab, which was home to the largest share of the employed workforce at 60 per cent (Table 9(a)).

Summary assessment

A complete assessment of progress in terms of the provision of a safe work environment in Pakistan is not possible due to a lack of data, largely attributable to the weak institutional setup of administrative records across the Labour

Departments of the four provinces. The available figures from the nationally-representative LFS indicate that the non-fatal occupational injury rate was on the rise between 2009 and 2013 and peaked in 2012–13. Data on work-related fatalities from provincial administrative records (where available) also show a rising trend in occupational fatalities due to non-compliance of OSH laws: this which is attributable to weak enforcement and supervision, as well as inconsistency in the reporting coverage from the registered organizations.

Pakistan lacks a well-developed and effective labour inspection system which would ensure the maintenance of occupational safety and health standards. While the number of inspectors increased from 293 in 2001 to 337 in 2012, there is only one labour inspector for every 25,000 workers in the formal non-agricultural sector of the economy. Labour inspectors across all provinces are underfunded, lack modern training and the capacity to conduct effective monitoring and are working under outdated and at times overlapping legislation. Although a Labour Inspection Policy was formulated in 2006, so far no steps have been taken to implement it. This situation points to a need for more and better trained and equipped labour inspectors with clear financial incentives to perform their work effectively. Monitoring and evaluation by the provincial labour inspectorates needs to be strengthened substantially if Pakistan is to make sustained gains in this dimension of decent work. The provincial Labour departments can make use of Labour Market Information Systems to streamline the labour inspection process and to ensure more effective on-site and off-site and on-site monitoring of registered establishments.

⁹ These do not include the number of labour inspectors in various autonomous organizations such as Railways, Water and Power Development Authority, Power Distribution Companies, etc.

Legal Framework Indicator 14: Employment injury benefits

- Workmen Compensation Act, 1923;
- Provincial Employees Social Security Ordinance, 1965;
- Workers Welfare Fund Ordinance, 1973;
- Employees' Old-age Benefits Act, 1976.

Law, policy or institutions. Article 38 of the Constitution of Pakistan guarantees the provision of social security by compulsory social insurance or other means for all such citizens, irrespective of sex, caste, creed or race, as are permanently or temporarily unable to earn their livelihood on account of infirmity, sickness or unemployment.

The Workmeners Compensation Act, 1923, is applicable to all types of establishments (industrial or commercial) in the private sector, mines, railways and road transport services employing 10 or more workers. All employees, irrespective of their monthly wages, are covered by the Workmeners Compensation Act. This e Workmeners Compensation Act makes it mandatory for an employer to compensate his employees in case of permanent and total disablement of a worker as a result of the injury or to pay compensation to his heirs in case of his/her death.

The Provincial Employees Social Security Ordinance, 1965 is applicable to the workers including contractors' employees of industrial, commercial and other establishments notified by the respective Provincial Governments. Those employees drawing monthly wages up to Rs. 10,000 (in Punjab Province Rs. 15,000) are covered by the law (Rs. 105 = 1 USD). However, an employee will remain covered when his monthly wages exceed the prescribed limit referred to here in above. The persons in the service of the State, in any undertaking under the control of any Defense Organization or Railway Administration, persons in the service of a local authority and those employed with wages exceeding the prescribed limit are out of the ambit of law. The law provides for Disablement Pension to the worker for a loss of earning capacity of 67 per cent or more due to employment injury or occupational disease. The rate of Disablement Pension is 75 per cent of his last drawn wages in all the provinces, except Punjab where the rate is 100 per cent of wages. If the injury results in loss of earning capacity of up to 66 per cent, the benefits are paid at a lower lesser rate. This payment terminates only with the death of the recipient, or when disablement ceases.

The Employees' Old-age Benefits Act, 1976 is applicable to all establishments wherein five or more persons are employed directly or through/by contractors, without any wage limit. The law provides for an Invalidity Pension to the insured person (worker) in case of invalidity caused by any condition other than the employment injury. In case of the death of an insured person, a Survivors' Pension is payable to the widow(s), widower, minor male child, unmarried daughter and surviving parents, as the case may be.

Qualifying conditions, benefits (level and duration): The Workers Compensation Act, 1923 makes an employer liable for compensation if the injury is caused to a worker by an accident "arising out of and in the course of his employment". In other words, a worker claiming compensation under the Act must prove that the accident arose out of his employment. The law also provides for certain exceptions. The employer has no liability for injuries if the worker was drunk at the time of total or partial disablement; if the worker willfully disobeyed the orders or safety rules and if he willfully disregarded the safety guard or other device provided for the safety of workers. In case of death or permanent and total disablement of a worker as a result of the injury, the employer must has to pay the dependents of that employee a sum of Rs. 400,000 in Punjab, Rs. 300,000 in Khyber Pakhtunkhwa and Rs. 2000,000 in the other provinces (Rs. 105 = 1 USD).

Under the Provincial Social Security Ordinance a secured person in respect of whom at least 90

days of contributions have been paid in the last six months is entitled to receive a disablement pension or injury benefit. The law also provides for medical care during the injury period. This includes general medical care, specialist care, medicines, hospitalization and investigative tests.

After the death of the secured worker due to an employment injury, a survivors' pensions is payable to each of the dependents, subject to the maximum of the rate of total/permanent disablement pension which would have been payable to the secured/deceased person. The survivor pension is payable on the death of a secured person and terminates

on the death of a survivor (in case of widow, widower, parents, unmarried daughter); upon a widow's remarriage and on attaining the age of 21 years (this age limit is only for male children and not for unmarried daughters).

As per the provisions of the Employees' Old-Age Benefits Act, 1976, an insured person who has completed fifteen years of insurable employment or if contribution in his respect has been paid for at least five years, is entitled to for Invalidity Pension, provided his earning capacity has been lost for more than two thirds of his wages. In case of the death of an insured person while in receipt of Invalidity Pension, the survivors are entitled to for Survivors' Pension.

Financing. By the employer.

Evidence of implementation. No information has been made available to the ILO's supervisory bodies.

Coverage of workers in law. All employees in all types of all types of establishments (industrial or commercial) in the private sector, mines, railways and road transport services employing 10 or more workers are covered by the Workman Compensation Act, 1936.

All permanent, daily wages, contract and even contractor contractors' employees of industrial, commercial and other establishments notified by the respective Provincial Governments, except those persons in the service of the State, persons employed in any undertaking under the control of any Defense Organization or Railway Administration, persons in the service of a local authority and those employees with wages exceeding the prescribed limitare covered by the Workman Compensation Act, 1936.

All employees without any discrimination regarding wages or designation are covered by the Employees' Old-age Benefits Act.

Coverage of workers in practice. In practice, only formal-sector workers are covered by the laws.

Ratification of ILO Conventions. Pakistan has not ratified the Occupational Safety and Health Convention, 1981 (No. 155), the Occupational Health Services Convention, 1985 (No. 161), the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), the Social Security (Minimum Standards) Convention, 1952 (No. 102) or the Employment Injury Benefits Convention, 1964 (No. 121).

Sources: ILO: NATLEX database

Legal Framework Indicator 15: OSH labour inspection

- Mines Act, 1923
- Factories Act 1934
- West Pakistan Shops and Establishment Ordinance, 1969
- Khyber Pakhtunkhwa Factories Act, 2013

Law, policy or institutions: Labour inspection in matters of occupational safety and health is regulated by different laws in Pakistan. In the factories, the Factories Act 1934 is applicable. The mines are covered by the Mines Act, 1923, while shops and other establishments come within the ambit of the West Pakistan Shops and Establishment Ordinance, 1969. Under all these laws, the relevant inspectors have the right to enter any workplace, at all reasonable times, and make such examination of that place or of any prescribed record, register and other document maintained therein and do all such things as he/ she considers necessary for the purpose of that law. Inspectors are public servants who are appointed under the law by the respective provincial governments. Employers are obliged to report occupational accidents (Section 33N of the Factories Act and Section 20 of the Mines Act). Any contravention of the respective law is cognizable to the court.

Evidence of implementation: In response to the Baldia Town Factory Fire in Karachi (in 2012), the Department of Labour, Government of Sindh, the Employers' Federation of Pakistan (EFP) and the Pakistan Workers' Federation (PWF), with the technical support of the ILO, validated and officially launched a Joint Action Plan (JAP) to promote workplace safety and health. The JAP is framed around three main areas of intervention; (i) Occupational Safety and Health - Legislation and OSH issues (ii) Labour Inspection - Role of Labour Inspection to promote safe work and (iii) Work Injury Insurance Scheme – Existing Social Protection Practices. The JAP also clearly outlines the roles and responsibilities of various stakeholders. It was put together by a Joint Action Plan Working Group with representation from the ILO's constituents including Government, Employers' and Workers' Organizations and other stakeholders. The JAP also includes the establishment of a tripartite OSH Council in Sindh – as an autonomous and apex body to promote coordination among key stakeholders for improving working conditions and the elimination of safety and health hazards at workplaces. The OSH Council will make recommendations for improvement and upgrading the response mechanism to the Provincial Government through the Labour Department and will also advise relevant Government Departments in line with the OSH Policy.

The Government indicates before the CEACR that following a Constitutional amendment, the subject of labour has been delegated to the provincial legislative powers; as such, the provinces are now responsible for adopting labour legislation and are drafting new labour laws, in accordance with their own local requirements, including in the field of occupational safety and health (OSH), as well as rationalizing their labour laws in the context of the ILO Decent Work Country Programme (DWCP).

Coverage of workers in law: In accordance with the labour laws only formal sector workers are covered.

Coverage of workers in practice: In practice, labour inspection is poorly executed even in the formal sector, while it is completely absent in the informal sector.

Ratification of ILO Conventions: Pakistan ratified the Labour Inspection Convention, 1947 (No. 81) on 10th

October 1953, but has ratified not its 1995 Protocol or the Labour Inspection (Agriculture) Convention, 1969 (No. 129).

Sources: ILO Decent Work Country Programme; CEACR observation concerning Convention No. 81, 2010; ILO: NATLEX database.

Decent Work Indicators	2001-02	2003-04	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13
Both sexes	4.53	1.67	0.62	0.96	0.71	0.50	0.56	0.69	0.94
Male	4.61	1.65	0.70	1.03	0.75	0.56	0.61	0.76	1.00
Female	2.88	1.90	0.00	0.41	0.29	0.00	0.08	0.00	0.34
Urban	3.97	0.96	1.27	0.88	1.62	0.61	0.61	0.66	1.21
Rural	4.64	1.86	0.45	0.98	0.46	0.47	0.54	0.70	0.86
Legislators, senior officials and managers									
Both sexes	2.12	1.55	1.85	1.22	0.86	0.90	1.37	1.28	2.19
Male	2.11	1.53	1.85	1.26	0.89	0.93	1.41	1.29	2.26
Female	2.56	2.41	1.60	0.00	0.00	0.00	0.28	1.02	0.12
Punjab	2.28	1.81	1.99	1.27	1.12	1.16	1.65	1.57	2.63
Sindh	1.89	1.49	1.79	1.25	0.51	0.56	0.91	1.02	1.34
KPK	1.58	0.81	1.85	1.04	0.78	0.75	1.65	0.93	0.90
Balochistan	2.73	0.25	0.32	0.78	0.27	0.27	0.03	0.36	0.00
Professionals									
Both sexes	0.48	0.55	1.61	0.62	0.06	0.21	0.20	0.49	0.87
Male	0.48	0.66	1.86	0.71	0.05	0.25	0.24	0.59	0.82
Female	0.49	0.00	0.00	0.00	0.17	0.00	0.00	0.00	1.33
Punjab	0.70	0.00	2.72	0.48	0.00	0.37	0.35	0.57	1.57
Sindh	0.00	1.61	0.41	0.36	0.00	0.00	0.00	0.06	0.00
KPK	0.41	0.00	0.00	0.00	0.28	0.00	0.00	1.07	1.01
Balochistan	2.65	1.68	0.00	7.21	0.63	0.00	0.00	0.00	0.00
Technicians and associate professionals									
Both sexes	1.76	1.32	1.00	0.48	0.47	0.49	0.54	0.79	0.98
Male	2.16	1.81	1.33	0.52	0.63	0.54	0.74	1.06	1.34
Female	0.80	0.19	0.22	0.35	0.00	0.35	0.00	0.07	0.09
Punjab	1.55	1.37	0.97	0.61	0.55	0.57	0.60	1.18	1.41
Sindh	2.18	1.56	1.26	0.52	0.63	0.34	0.67	0.33	0.25
KPK	0.63	1.05	0.83	0.02	0.00	0.63	0.22	0.38	0.75

Decent Work Indicators	2001-02	2003-04	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13
Balochistan	5.04	0.00	0.00	0.00	0.24	0.00	0.00	0.20	0.00
Clerks									
Both sexes	2.41	1.71	0.65	0.93	0.82	0.66	0.37	0.60	0.58
Male	2.48	1.75	0.68	0.96	0.84	0.68	0.38	0.61	0.60
Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Punjab	3.40	3.29	0.97	0.82	1.52	1.17	0.76	1.24	1.02
Sindh	1.21	0.00	0.30	0.36	0.00	0.20	0.00	0.25	0.20
KPK	1.95	0.00	0.52	3.12	0.00	0.00	0.00	0.00	0.30
Balochistan	2.24	0.00	0.00	0.00	0.55	0.00	0.00	0.00	0.00
Service workers, shops and related sale workers									
Both sexes	2.55	1.70	2.11	1.35	1.42	1.19	1.90	1.34	1.27
Male	2.58	1.74	2.17	1.39	1.46	1.21	1.97	1.37	1.28
Female	1.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.86
Punjab	2.43	1.88	1.62	1.62	1.90	1.38	1.94	1.49	1.72
Sindh	2.40	1.69	2.52	1.15	0.76	0.81	1.94	1.34	1.33
KPK	4.21	1.39	4.09	1.09	1.29	1.62	2.34	0.98	0.83
Balochistan	0.23	0.25	0.51	0.12	0.48	0.16	0.10	0.30	0.28
Skilled agricultural and fishery workers									
Both sexes	3.96	3.18	2.86	2.06	2.22	3.23	3.38	4.15	4.78
Male	4.41	3.65	3.69	2.83	2.86	4.20	4.61	5.46	5.92
Female	1.98	1.62	0.89	0.41	0.95	1.37	1.21	1.93	2.94
Punjab	2.77	2.76	2.47	1.79	1.61	2.79	2.94	3.69	4.59
Sindh	8.17	5.41	4.75	3.66	4.47	5.68	5.96	7.05	7.46
KPK	2.51	1.87	2.96	1.40	1.09	1.44	1.48	1.29	1.47
Balochistan	3.33	1.79	0.37	0.25	0.50	0.17	0.52	0.61	0.88
Craft and related trade workers									
Both sexes	4.84	3.97	4.08	3.24	2.95	4.21	3.86	4.86	5.23
Male	5.26	4.51	4.69	3.71	3.42	4.87	4.56	5.57	6.02

Decent Work Indicators	2001-02	2003-04	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13
Female	1.85	0.87	1.22	0.64	0.37	0.91	0.17	1.00	0.81
Punjab	4.95	4.11	3.70	3.28	3.10	3.89	3.48	4.68	5.14
Sindh	4.33	3.82	4.64	2.76	2.09	5.00	4.65	5.66	5.27
KPK	3.69	3.48	6.09	4.12	3.41	5.39	5.25	5.13	6.47
Balochistan	13.50	3.00	2.51	2.88	3.42	1.11	1.67	1.46	1.71
Plant and machine operators and assemblers									
Both sexes	6.75	4.30	4.31	3.04	2.70	3.69	4.24	4.82	5.56
Male	6.75	4.33	4.36	3.02	2.71	3.71	4.27	4.82	5.51
Female	7.41	0.00	0.00	5.34	0.00	0.00	0.00	5.21	11.23
Punjab	7.39	4.28	4.17	3.70	2.58	3.71	3.52	4.66	4.37
Sindh	6.08	4.38	5.77	2.35	3.30	3.93	5.16	6.66	7.55
KPK	1.22	4.13	2.81	1.90	2.20	3.71	5.53	3.56	7.59
Balochistan	16.15	4.43	2.66	3.55	2.77	2.28	2.18	2.13	2.48
Elementary occupations									
Both sexes	3.97	3.52	4.59	2.58	2.92	3.48	4.04	4.52	5.41
Male	4.57	4.24	5.23	2.99	3.29	3.95	4.62	5.12	6.23
Female	1.23	0.23	0.91	0.27	0.76	0.61	0.48	1.03	1.82
Punjab	3.77	3.31	4.65	2.52	2.60	3.04	3.52	4.42	5.39
Sindh	5.26	4.30	4.85	2.60	4.34	5.24	6.48	5.50	6.26
KPK	2.97	3.75	4.85	2.96	2.60	3.16	3.02	4.31	5.11
Balochistan	3.70	2.14	1.07	2.44	0.77	1.65	0.77	1.02	1.70

Source: LFS various issues

Table 9 (a) Administrative data on occupation injury

Number of new cases of occupational fatalities during the year													
	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Pakistan	-	-	32	34	38	50	85	104					
Punjab	33	33	53	41	51	60 ^a	213 ^a	408 ^a	484 ^a	64	64	71	
Sindh	44	56	7	7	9	19	6	47	55	76	189	389	
Khyber Pakhtunkhwa						26 cases (cumulative) until 2008			-	3	2	-	
Balochistan													
Number of new cases of non-fatal occupational injuries during the year													
Pakistan	-	-	312	370	377	388	375	315					
Punjab	25	21	16	9	12	17	18	17	13	10	14	21	
Sindh	239	267	147	77	68	64	117	458	554	564	542	512	
Khyber Pakhtunkhwa						77 cases (cumulative) until 2008			9	3	12	5	
Balochistan	1	0	1	5	0	2	5	3	14	25	11	16	
Number of days lost due to new cases of non-fatal occupational injuries during the year													
Pakistan													
Punjab	1393	1393	1494	1426	1426	1300	1300	1383	1540	1712	1480	1763	
Sindh	167	187	112	195	131	165	171	185	155	195	188	169	
Khyber Pakhtunkhwa	-	-	-	-	-	112	140	95	105	130	100	150	
Balochistan													
Total number of occupational injuries during the year													
Pakistan	-	-	354	404	415	438	460	419					
Punjab													
Sindh	556	765	441	389	65	48	654	675	551	667	687	765	
Khyber						103 cases (cumulative) until 2008			9	6	14	5	

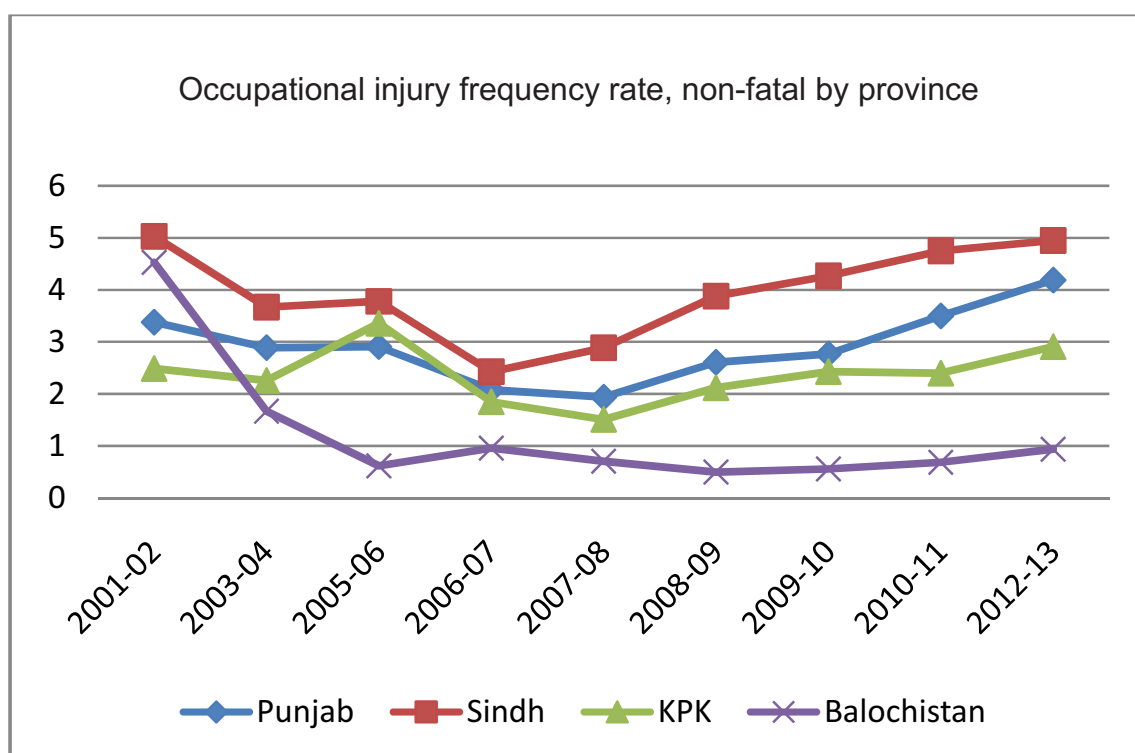
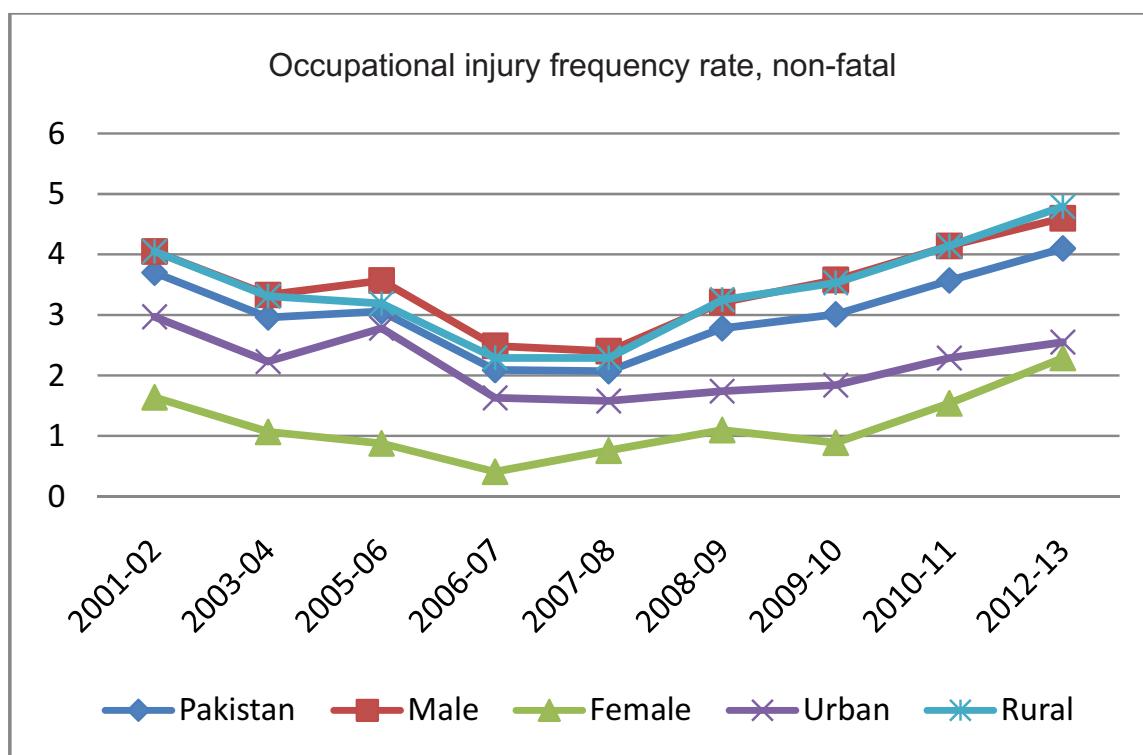
Number of new cases of occupational fatalities during the year													
	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Pakhtunkhwa													
Balochistan													
Number of labour inspectors													
Pakistan	293	293	293	293	294	294	301	301	304	324	324	337	
Punjab	97	97	97	97	97	97	97	97	98	98	98	99	
Sindh (Lab only (Mineral Dept)	175	175	175	175	175	175	175	175	175	195 ^c	195 ^c	195 ^c	20 ^b
Khyber Pakhtunkhwa	12	12	12	12	12	12	19	19	19	19	19	31	
Balochistan	9	9	9	9	10	10	10	10	12	12	12	12	

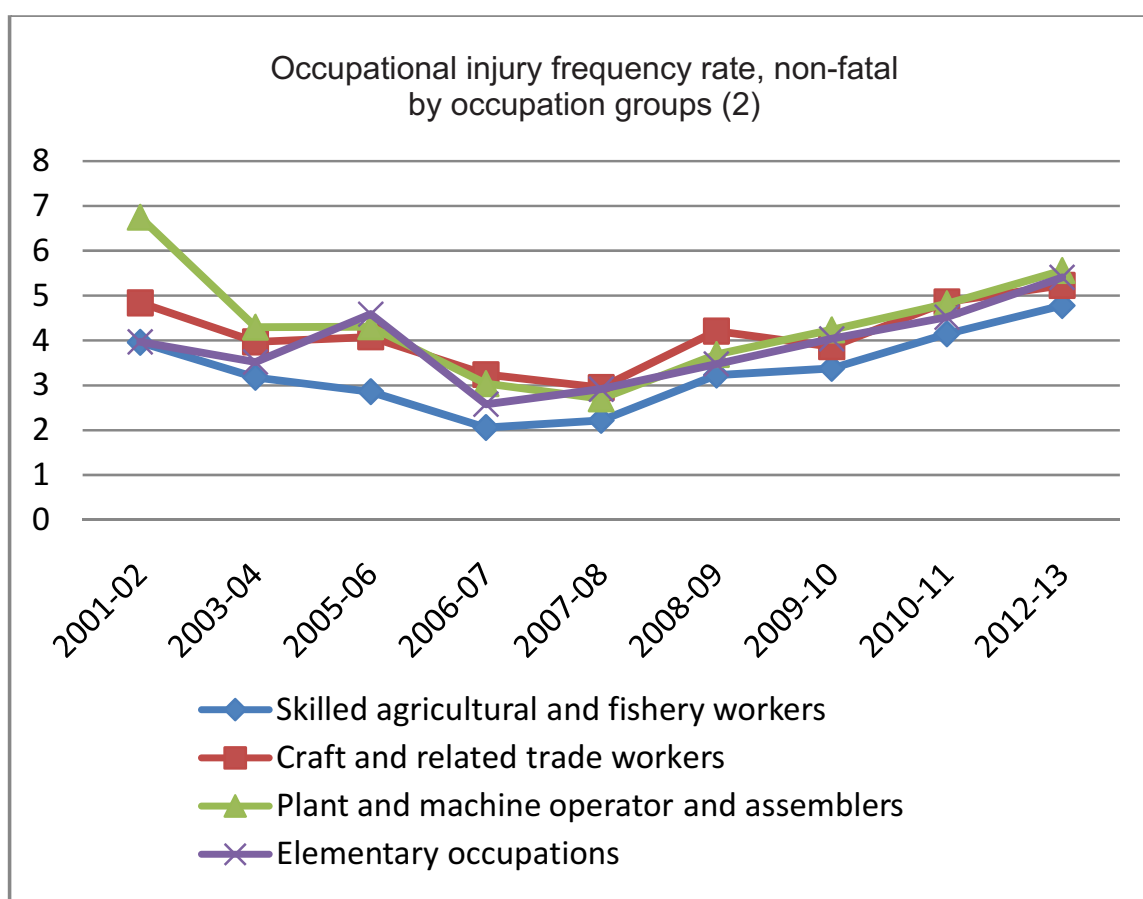
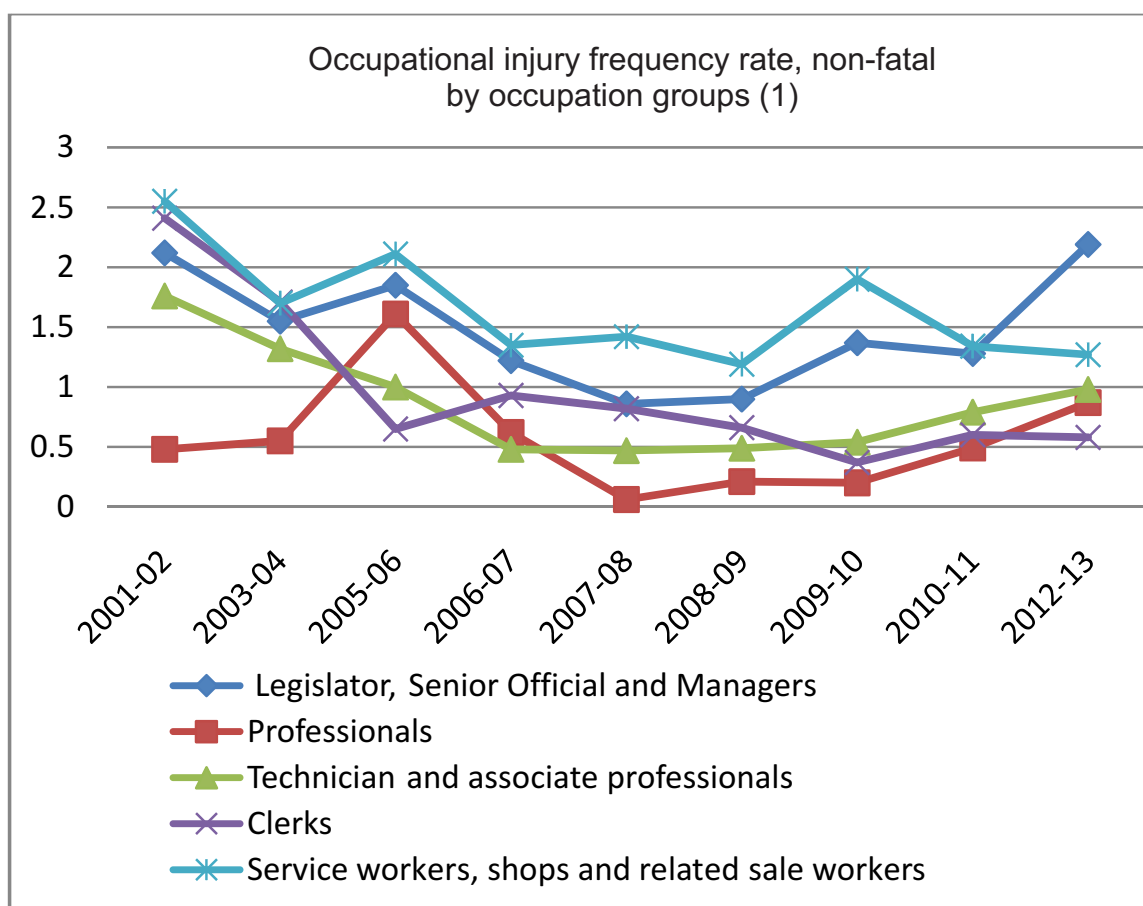
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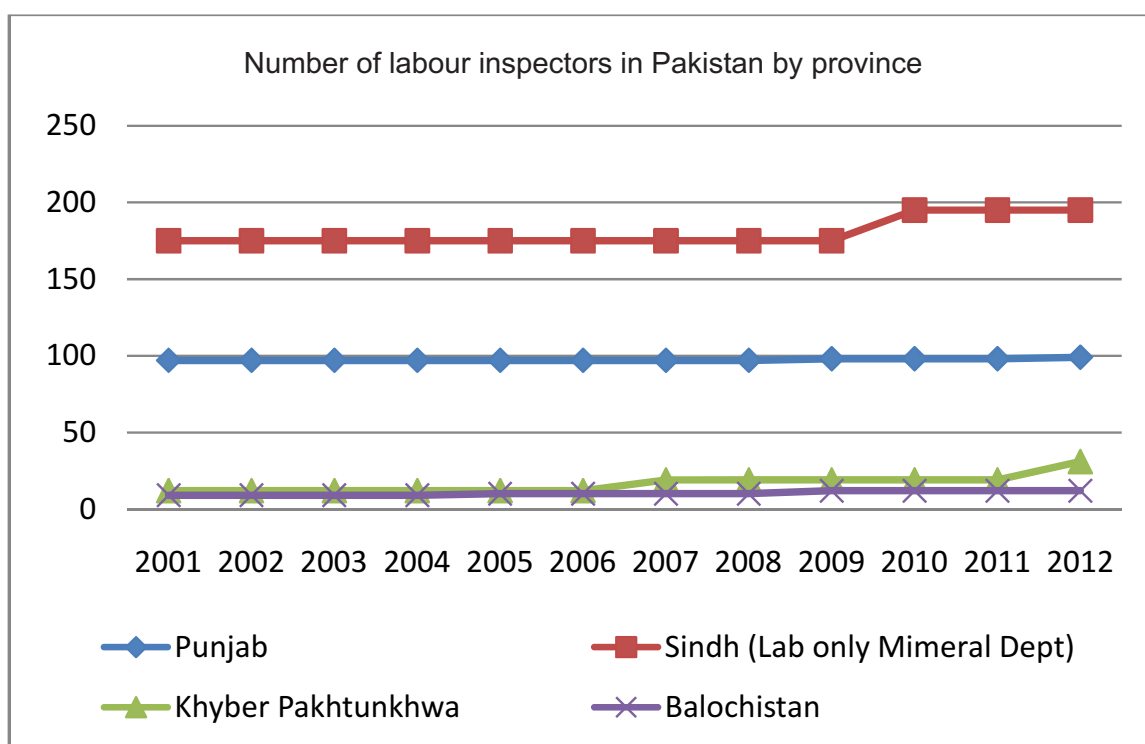
a) Punjab Labour department/ Punjab (Mines & Minerals)

b) Sindh (Mineral Department),c),Sindh (Labour and Mineral Department)

9. Safe work environment - Graphs







10 Social security

Access to social security protection is considered a basic human right of all individuals in a country. The ILO's Social Security (Minimum Standards) Convention, 1952 (No.102) sets minimum standards under nine main branches of social security: these, which include: medical care, sickness benefit, unemployment benefit, old-age benefit, employment-injury benefit, family benefit, maternity benefit, invalidity benefit and survivors' benefit. Although Pakistan has not ratified Convention No. 102, it has embarked upon broadening the scope and coverage of its existing social-security protection system during the last ten years of the period under review, focusing on the launching of a flagship cash-transfer programme – the Benazir Income Support Program (BISP) in 2009 and increased government expenditures on pro-poor services. The assessment of progress made on this front during the years under review (2001 to 2012) will be gauged by using the following indicators: the share of population above statutory retirement age benefitting from an old-age pension; public social security expenditure as a percentage of GDP; health expenditure not financed out-of-pocket by private households; and, the share of the economically active population contributing to a pension scheme.

A very small share of the population above the statutory retirement age of 60 years has been benefitting from an old-age pension, although this share has been increasing over the period 2002 to 2013.¹⁰ It went up by almost three times from 1.1 per cent in 2002 to three per cent in 2013.

Anecdotal evidence, moreover, shows that workers engaged in the informal sector of the economy completely lack coverage of an old-age pension, and while even in formal sector employment, only a minor share of workers are covered by this pension.

The public social-security expenditure as a percentage of GDP rose consistently from 2002 (0.5 per cent of GDP) to 2012 (4.4 per cent of GDP), from 0.5 per cent of the GDP in 2002 to 4.4 per cent of GDP in 2012. There was a noticeable jump between 2007 and 2008 when social-security expenditures increased by three times, due mainly to substantially higher budgetary outlays on food subsidies caused by the spike in global food prices. Another major increase was seen the following year, when social-security expenditure rose by nearly 50 per cent, due to the introduction of the BISP cash transfer programme in 2009, with a Rs. 15.8 billion expenditure and an increase in spending on public works programmes (by Rs. 22.2 billion over the previous year).

The figures available on the total number of registered insured workers with the Employees Old-Age Benefits Institution's (EOBI)¹¹ under its different pension schemes – old age, survivors' and invalidity pensions —indicates that 9.4 per cent of the economically active population was contributing to a pension scheme in 2013.¹² The past trends show that this share was at a peak of 9.8 per cent in 2002 but declined subsequently over the period 2002 to 2009, bottoming out at 7.8 per cent in 2009 and started rising afterwards.

¹⁰ This figure includes the retired workers benefitting from oldage pensions provided by the EOBI. It does not include retired federal or provincial government employees and armed forces personnel benefitting from an old- age pension and is thus an underestimate.

¹¹ This figure excludes the pensioners benefitting from the different pension schemes of EOBI. Meaning that a breakdown by category is not available?

¹² This does not include the employees of the federal or provincial governments, public autonomous organizations/corporations or as well as workers covered by the Provincial Employees' Social Security Institutions. Thus, this figure underestimates share of the economically active population contributing to a pension scheme.

Legal Framework Indicator 16: Pension

- Employees' Social Security Ordinance, 1965
- Industrial and Commercial Employment (Standing Orders) Ordinance, 1968
- Employees' Old-Age Benefits Act, 1976
- Khyber Pakhtunkhwa Industrial and Commercial (Standing Orders) Act, 2013

Law, policy or institutions: To achieve the objective of Article 38 (c) of the Constitution, the Government of Pakistan had promulgated the Employees' Old-age Pensions Ordinance in 1972, wherein the provinces were asked to promulgate laws for old-age pensions in the respective provinces. However, this was never implemented. Later on, in 1975 a central Ordinance was issued which was substituted superseded by an act of Parliament, called the Employees' Old-Age Benefits Act, 1976. The law is managed by a 16-member tripartite corporate Board of Trustees of the Employees' Old-age Benefits Institution, comprising four persons each from the Federal Government, Provincial Governments, Employers' Associations and Workers' Federations.

Article 38(c) reads as below:

The State shall:

Provide, for all persons employed in the service of Pakistan or otherwise, social security by compulsory social insurance or other means;

The laws relating to pension are applicable to the private sector only. All public-sector employees are governed by a special system: the Civil Pension Rules. The members of the armed forces; police officers; and employees of statutory bodies, local authorities, and railways also have their special regulations. Other than these, Government also manages social-assistance programmes for the welfare of destitute and needy citizens. Benefits are provided to the poor Muslim citizens of Pakistan under the Zakat and Ushr Ordinance, 1980, (a religious fund meant for poor Muslims), while under the Pakistan Baitul Mal Act, 1992 and the Benazir Income Support Program Ordinance, 2010 assistance is being provided to all the citizens of Pakistan irrespective of their religion.

The Employees' Old-Age Benefits Act is applicable to all firms (industrial or commercial) where five or more workers, whether contractual or regular, are employed or were employed during the past 12 months. A business with less than five employees can have its get their employees registered with EOBI on a voluntary basis.

Qualifying conditions: An insured person is entitled to receive a monthly old-age pension if;

- he is 60 years of age (55 years of age for women);
- the age limit is reduced by five years if the person has been engaged in mining for at least ten years of employment;
- contributions in respect of him/her were paid for at least 15 years.

Those employees, who attain the requisite age but could not complete the required insurable employment - due to attainment of the age of 60 years for males and 55 years for females as no contribution is payable after the said age - are not eligible for an old-age pension. They are instead paid an old-age grant if they have completed at least two years of insurable employment. This is a lump sum payment equal to one month's wages on which contributions were paid for each year of insured employment.

If an insured person sustains invalidity, and suffers an earning capacity loss of at least 67 per cent he or she is entitled to an invalidity pension, provided that he or she has must have:

- at least 15 years of contributions; or

- at least five years of contributions of which at least the immediately preceding three years must be in insurable employment.

In the case of the death of an insured person while in insurable employment for a period of at least three years before his/her death: if the deceased had become eligible for an old-age or invalidity pension, the survivors will receive that pension. In the case of the death of a spouse who was receiving the insured person's pension, this pension will be divided among his/her children in equal share, until they attain the age of 18 years (or in the case of a girl/s, until she marries). In the case of an insured person who has not left a spouse or children behind, his parents would be entitled to the survivors' pension for a period of five years.

Level and duration of benefits: The old-age, invalidity and survivors' pensions are calculated according to a formula explained hereunder:

Wages on which contributions were payable X no. of years of insurable employment/ 50
which is equal to: two per cent of the wages on which contributions were payable times the total number of years of insurable employment.

If an employee's old-age or invalidity pension is less than Rs. 3,600 (1USD =105 PKR) per month, he/she is to be paid the minimum pension and if his/her pension is higher than this amount, the employee he will be paid that higher amount. However, no duplication of benefits is allowed. If an employee is eligible for more than one benefit, he/she can receive only one benefit, whichever is higher.

The invalidity pension must has to be paid as long as the invalidity persists. In the case of an employee who has been in receipt of a disability pension for five years, he/she becomes entitled to an invalidity pension for life. And if a person reaches retirement age while receiving an invalidity pension, the his invalidity pension converts into an old-age pension.

The survivors' pension to the surviving spouse is payable for life. In the case of the death of a spouse who was receiving the insured person's pension, this pension will be divided among children in equal share, until they attain the age of 18 years (or in the case of a girl/s, until she marries). In cases where an insured person has not left a spouse or children behind, his parents would be entitled for the survivors' pension for a period of five years.

Financing: In accordance with Section 9 of the Act, an employer is required to pay contributions under the law in respect of every person in his insurable employment at the rate of six per cent of the minimum wage, while an employee must has to pay that contribution at the rate of one per cent of the minimum wage.

Evidence of implementation: Pakistan has not ratified Convention No. 102; however, the legislation covers a number of old-age contingencies.

Coverage of workers in law: As regards retirement benefits – pensions, provident funds, group insurance, gratuities, and welfare funds – all formal sector workers are covered by legal provisions.

Workers in the public sector are allowed better benefits. Details?

Coverage of workers in practice: Informal-sector workers are not covered by any law. Registration in the formal sector is also not sufficient. up to the mark.

Ratification of ILO Conventions: Pakistan has not ratified the Social Security (Minimum Standards) Convention, 1952 (No. 102) or the Old-Age and Survivors' Benefits Convention, 1967 (No 128).

Sources: Employees' Old-age Benefits Institution (EOBI); International Social Security Association (ISSA); ILO: General Survey; ILO: NATLEX database.

Legal Framework Indicator 17: Incapacity to work due to sickness/sickleave

- Mines Act, 1923
- Factories Act, 1934
- Industrial and Commercial Employment (Standing Orders) Ordinance, 1968
- Shops and Establishments Ordinance, 1969
- Provincial Employees Social Security Ordinance, 1965
- The Civil Servants Act, 1973 (Revised Leave Rules, 1980)
- Newspaper Employees Act, 1973
- Khyber Pakhtunkhwa Industrial and Commercial (Standing Orders) Act, 2013
- Civil Servants Act SAME AS ABOVE?

Law, policy or institutions: According to the law, workers in the private and public sectors have the right to sick leave. The Factories Act, 1934, the Shops and Establishments Ordinance, 1969, the Industrial and Commercial Employment (Standing Orders) Ordinance, 1968, the Mines Act, 1923 and the Newspaper Employees Act, 1973 all allow sick leave for workers.

Every secured worker certified by a medical practitioner is entitled to paid sick leave along with a sickness benefit under the Provincial Employees Social Security Ordinance, 1965.

Qualifying conditions: A medical practitioner must certify that the worker is ill and needs sick leave.

Level and duration of benefits: According to various labour laws, workers have the right to sick leave. According to the Factories Act, 1934, the sick leave is 16 days' leave with half of the average pay; the Shops and Establishments Ordinance, 1969, allows eight days' leave; the Industrial and Commercial Employment (Standing Orders) Ordinance, 1968, gives 16 days' leave with half of the average pay; the Mines Act, 1923 prescribes a limit of 16 days' leave with half of the average pay; and, the Newspaper Employees Act, 1973 provides at least 1/18th of time spent on duty, subject to a minimum of ten days in a year.

Under the Provincial Employees' Social Security Ordinance, 1965, every secured worker certified by a medical practitioner is entitled to a sickness benefit (paid sick leave) for a period of 121 days (in a calendar year) in case of ordinary ailments, and 365 days (in a calendar year) in case of cancer or tuberculosis. The sickness benefit for ordinary ailments (for a period of 121 days) is equal to 75 per cent of last wages drawn while for cancer and tuberculosis it is equal to 100 per cent of last wages drawn (different provisions differ in each provinces). If there is an employment-related injury, a worker has the right to draw 100 per cent of wages for a period of 180 days (Sections 35-39 of The Provincial Employees Social Security Ordinance, 1965).

Financing: By the employer.

Evidence of implementation: Pakistan has not ratified the Social Security (Minimum Standards) Convention, 1952 (No. 102) but the national labour laws come close to the standards set by the Convention.

Coverage of workers in law: All workers in the establishments covered by the above-mentioned laws are entitled to sick leave.

Coverage of workers in practice: The workers in the formal sector are covered by law and actual practice.

Ratification of ILO Conventions: Pakistan has not ratified the Social Security (Minimum Standards) Convention, 1952 (No. 102) or the Medical Care and Sickness Benefits Convention, 1969 (No. 130).

Sources: International Social Security Association (ISSA); ILO: NATLEX database.

Legal framework indicator 18: Incapacity to work due to invalidity

- Workers' Compensation Act, 1923
- Provincial Employees' Social Security Ordinance, 1965
- Employees' Old-age Benefits Act, 1976
- Disabled Persons (Employment & Rehabilitation) Ordinance, 1981
- Khyber Pakhtunkhwa Workers' Compensation Act, 2013

Law, policy or institutions: The Constitution of Pakistan contains a range of provisions with regard to labour rights; these are found in Part II: Fundamental Rights and Principles of Policy. In particular, Article 38 lays down the promotion of social and economic well-being of the people, including the equitable adjustment of rights between employer and employees, facilities for work and adequate livelihood, social security, housing and education, to reduce disparity in income.

The Disabled Persons (Employment and Rehabilitation) Ordinance, 1981 has established a National Council for the Rehabilitation of Disabled Persons, as well as Provincial Councils for the Rehabilitation of Disabled Persons under the relevant Federal and Provincial Ministries. These Councils are primarily responsible for the formulation of policy for the employment, rehabilitation and welfare of disabled persons. The Federal Government has fixed a two per cent special quota for disabled persons in employment.

The Workers' Compensation Act, 1923 is applicable to all types of establishments employing ten or more workers, in the private sector (industrial or commercial), railways, mines and road transport services, and many others. , employing ten or more workers, and many others, such as road transport services.

The Provincial Employees' Social Security Ordinance, 1965 is applicable to the permanent, daily wages, contract and even contractor employees of industrial, commercial and other establishments notified by the respective Provincial Governments. Employees drawing monthly wages of are up to Rs. 10,000 (in Sindh and Punjab Province Rs. 15,000) are covered by the law.

The Employees' Old-age Benefits Act, 1976 is applicable to all establishments in which five or more persons are employed directly or through/by contractors, without any wage limit.

The Workers' Compensation Act, 1923 makes it mandatory for an employer to compensate his all employees in case of for the permanent and total disablement of a worker as a result of an injury.

Qualifying conditions: The Workers Compensation Act, 1923 makes an employer liable for compensation if the injury is caused to a worker by an accident “arising out of and in the course of his employment”. The law also provides for certain exceptions. The employer has no liability for injuries if the worker willfully disobeyed the orders or safety rules and if he willfully disregarded the safety guard or other device provided for the safety of workers.

The Provincial Social Security Ordinance provides for various types of benefits which include sickness benefit, medical care, injury benefit, disablement pension and disablement gratuity.

As per the provisions of the Provincial Employees' Social Security Ordinance, 1965, no employer can dismiss, discharge, reduce or otherwise punish an employee during the period in which he or she is in receipt of a sickness/maternity or injury benefit or medical care.

As per the provisions of the Employees' Old-age Benefits Act, 1976, an insured person who has completed fifteen years of insurable employment or contribution in his respect has been paid for at least five years and not less than three years during the preceding five years, is entitled to an invalidity pension provided his earning capacity has declined by more than 2/3 of his wages.

Level and duration of benefits: Under the Disabled Persons (Employment and Rehabilitation) Ordinance, 1981 the Federal Government has fixed a two per cent special quota

for disabled persons in employment.

The Workers' Compensation Act, 1923 makes it mandatory for an employer to compensate his employees for injuries by accident up to the level of Rs.300, 000, keeping in view the degree of invalidity. There is no wage limit and all the employees, irrespective of their monthly wage, are covered by the Workers' Compensation Act, 1923.

The Provincial Social Security Ordinance provides for an injury benefit (temporary-disability benefit), which is equal to 60 per cent of earnings in Khyber Pakhtunkhwa and Balochistan, and 100 per cent of earnings in while in Punjab and Sindh. , the benefit is equal to 100 per cent of earnings. The benefits are paid after a three-day waiting period (which is waived in Punjab) for up to 180 days. The rate of the sickness benefit under the Provincial Social Security Ordinance, 1965 in the case of tuberculosis and cancer is 100 per cent of the wages (50 per cent of the wages in Khyber Pakhtunkhwa and Balochistan) for 365 days. If a person is suffering from any other disease, he or she must has to be paid 75 per cent of his/her wages (50 per cent of the wages in Khyber Pakhtunkhwa and Balochistan) for 121 days during the period of one year.

The invalidity pension under the Employees' Old-age Benefits Act, 1976 is payable for the period during which the invalidity continues. However, if it continues for five years, it shall be paid for life. The rate of a minimum guaranteed pension is Rs. 3,600 per month.

The invalidity pension for public-sector employees is a lifelong payment calculated in accordance with the length of service and last salary drawn.

Evidence of implementation: Pakistan has not ratified the Social Security (Minimum Standards) Convention, 1952 (No. 102) but the law and practice are in accordance with a number of provisions relating to invalidity contingencies.

Coverage of workers in law: Civil servants with disabilities are covered by the Civil Servants Act, 1973. The employees of corporations and other statutory bodies are covered by their respective service regulations. Other workers engaged in formal-sector enterprises are covered by the labour laws described here in above.

Coverage of workers in practice: Informal-sector workers are not covered by the law, but under various social safety-net schemes administered by the Government they are often covered in practice.

Ratification of ILO Conventions: Pakistan has not ratified the Social Security (Minimum Standards) Convention, 1952 (No. 102), or the Invalidity, Old-Age and Survivors' Benefits Convention, 1967 (No. 128).

Sources: ILO: NATLEX database.

Increased government investment in the delivery of public health services over the last decade has brought down the share of total expenditure on health care by individual households. Health-care expenditures not directly financed out of pocket by households declined by almost eight percentage points, from nearly 32 per cent in 2006 to 39.4 per cent in 2010. However, households continue to finance the main share of health-care costs (over 60 per cent), which poses

frequent risks especially to the poorest and most vulnerable segments of society. The provincial breakdown of health-care expenditures not financed out of pocket by private households, available only for only 2010, shows that this proportion was interestingly highest in the less-developed province of Balochistan at 95 per cent and lowest for the more developed province of Punjab (45 per cent).¹³

¹³ The provincial disaggregation of the national health accounts is less reliable than the estimates presented at the national levelsince as the provincial figures exclude certain elements of health-care financing, such as the financial outlays of the vertical programmes on health being managed at the federal level.

Summary assessment

A holistic assessment of progress on the social-security dimension of decent work is hindered by the limited availability of data on the beneficiaries of the various social protection programmes/ schemes in the country. The available data show that Pakistan has made some progress in increasing the social security protection coverage for the population, although this improvement is focused more broadly on the poorest and most vulnerable segments of society rather than on the workers and their families. Nonetheless, Government expenditures on social protection increased substantially over the last ten years of the period under review, with this rise being driven by higher outlays on untargeted food subsidies, public works programmes and the provision of targeted social assistance through the BISP. Health-care expenditures not directly financed out of pocket by households declined by close to eight percentage points, from nearly 32

per cent in 2006 to 39.4 per cent in 2010.

Despite these gains, the a major share of formal-sector workers, the entire informal sector, the self-employed, as well as workers engaged in the agricultural sector remain outside the scope and coverage of any form of social protection. Public sector employees have relatively better social-security coverage compared to their counterparts in the private sector. Pakistan needs to initiate reforms of the existing social-security protection mechanisms for workers in order to improve coverage for formal-sector workers, as well as develop new programmes for the large and growing number of unprotected workers in the informal sector of the economy. The Government needs to develop a social protection floor that would guarantee basic income security, essential health care and other forms of social assistance for all citizens, financed through a range of contributory schemes and non-contributory transfers.

Table 10: Social security

Decent Work Indicators	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Share of population above statutory retirement age benefiting from old-age pension	1.11	1.57				1.97	2.19	2.37	2.44	2.57	2.71		3.03
Public social security expenditure (percentage of GDP)	0.49	0.64	0.65	0.64	0.50	0.93	0.60	1.87	2.66	3.15	3.75	4.37	
Health expenditure not financed out of pocket by private households													
Pakistan						31.90		34.43		39.39			
Punjab										44.96			
Sindh										76.23			
KPK										84.14			
Balochistan										94.90			
Share of economically active population contributing to a pension scheme	9.80	9.27				8.33	8.15	7.87	7.82	8.08	8.29		9.43

Source: GoP, PES; GoP, NCGR Report; and PBS, National Health Accounts.

11 Social dialogue, employers' and workers' representation

Social dialogue, which refers to the process of negotiation, consultation and exchange of information between governments and representatives of the real economy (namely workers and employers), is one of the most critical pillars of the decent work agenda, and a key feature of productive and harmonious societies. It offers a flexible and effective arrangement for arriving at a consensus on issues of mutual concern by protecting the interests of all stakeholders. As such, it enhances productivity through industrial harmony, and improves the social and economic environment for work by promoting better governance, peace and justice. Forums of social dialogue provide opportunities for various segments of society to arrive at negotiated solutions to common challenges through their representative bodies.

The ILO Conventions on Freedom of Association and Protection of the Right to Organise, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) lay down the guiding principles for ensuring the right to establish and join groups for the promotion and defense of work-related interests. Pakistan has ratified the two Conventions mentioned above, as well as the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) (details in Legal Framework Indicators 19, 20 and 21). The right to join an association is also guaranteed under Article 17 of the country's Constitution, which says: "Every citizen shall have the right to form associations or unions, subject to any reasonable restrictions imposed by law in the interest of sovereignty or integrity of Pakistan, public order or morality".

The indicators used to assess this dimension of decent work in the case of Pakistan include the total number of trade-union members as a

proportion of total employment; the number of enterprises belonging to an employers' organization; and the number of collective bargaining agreements and man-days lost due to strikes and lockouts. All these indicators rely on the administrative records of provincial labour departments as well as the Employers' Federation of Pakistan – the largest employers' federation in the country. However, the ensuing analysis is constrained by the limited and *ad-hoc* availability of such administrative data, as well as associated issues of data quality and poor coverage/scope. In addition, records on trade union membership are limited to formal-sector entities only (which are registered with Provincial Departments of Labour or Mines).

Data available at the national level up until 2008 from the administrative records¹⁴ of the now defunct Ministry of Labour, Manpower and Overseas Pakistanis show that the number of employed workers with trade-union membership increased at a rapid pace between 2001 and 2003 reaching a peak of over 503,000 in 2003, but started declining afterwards and stood at 245,383 in 2008, most likely because of under-reporting to the Ministry and the Provincial Labour Departments. The gender disaggregation reveals that the an overwhelming majority of employed trade-union members were men.

Figures on trade union membership obtained from the administrative records of the Provincial Labour Departments are much higher than those reported by the Federal Ministry mentioned above. These data indicate that there was consistent growth in the number of trade-union members in paid employment in all provinces except Punjab because of the dominance of informal-sector employment in the province, during the period 2001–05.

¹⁴ It is pertinent to point out that during the period reviewed (2001–08), only a small proportion (30 percent) of the total registered trade unions reported on their membership figures to the Ministry. The figures presented in Table 11 thus underestimate the actual number of trade-union members in employment.

Legal Framework Indicator 19: Freedom of association and the right to organize

- Punjab Industrial Relations Act, 2010
- Khyber Pakhtunkhwa Industrial Relations Act, 2010
- Balochistan Industrial Relations Act, 2010
- Industrial Relations Act, 2012 **FEDERAL?**
- Sindh Industrial Relations Act, 2013

Law, policy or institutions. Article 17 of the Constitution provides the fundamental right to exercise the freedom of association and the right to form trade unions. To regulate this right the Federation and all the provinces have promulgated the laws relating to the industrial relations. According to the provisions of these laws the workers and employers have the right to form unions, to draft their constitutions and programmes and to organize their administration and activities with any prior approval. Correct? Unions may be formed at the establishment level, with some exceptions (including the police, defense forces, installations connected with defense forces, ordinance factories and security Printing Presses etc). Trade unions must apply for registration to the Registrar of Trade Unions. With the authorization of a labour court, the Director of Labour can, on specified grounds, cancel the registration of a trade union. Employers do not have the right to dismiss or discriminate against trade-union members, or to restrict their right to join trade unions. Trade unions have the right to establish federations and to affiliate with international organizations and confederations.

Evidence of implementation. Currently there are three active cases against Pakistan regarding freedom of association. (i) Case No. 3018 - International Union of Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF) Complaint date: 08-APR-13; (ii) Case No. 2902 (Pakistan) Karachi Electric Supply Corporation Labour Union (KESC) Complaint date: 12-OCT-11; and (iii) Case No. 2889 (Pakistan) Pakistan Telecom Employees' Union (C.B.A.) – PTEU - Complaint date: 27-JUL-11.

Coverage of workers in law. Civil servants, the police, the military and security guards, Bank Employees, workers in Ordinance Factories, Security Printing Presses and Security Paper Mills, employees of charitable hospitals and persons working mainly in managerial and administrative capacities are denied the right to organize and to form trade unions. Under the Punjab law, the police, the military and workers employed in ordinance factories, Security Printing Presses and Security Paper Mills, employees of charitable hospitals and persons working mainly in a managerial and administrative capacity are denied the right to organize and to form trade unions. The CEACR has criticized the limited scope of the Industrial Relations law on this ground.

Coverage of workers in practice. Other than the exceptions mentioned in the respective industrial relation laws, workers in any formal-sector enterprise have the right freely to form and join their respective trade unions.

Ratification of ILO Conventions. Pakistan has ratified the Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87), and the Right to Organize and Collective Bargaining Convention, 1949 (No. 98).

Sources: CEACR observation concerning Conventions Nos. 87 and 98; ILO: Committee on Freedom of Association cases; ILO Conference Committee on the Application of Standards: Examination of individual case concerning Convention No. 87; ILO: NATLEX database.

Legal Framework Indicator 20: Collective bargaining right

- Punjab Industrial Relations Act, 2010
- Sindh Industrial Relations Act, 2010
- Khyber Pakhtunkhwa Industrial Relations Act, 2010
- Balochistan Industrial Relations Act, 2010
- Industrial Relations Act, 2012

Law, policy or institutions: All the laws relating to industrial relations provide both adjudicatory and non-adjudicatory authorities. The adjudicatory authorities comprise the labour courts, the Labour Appellate Tribunals, the Industrial Relations Commission and the High Courts. The non-adjudicatory authorities include workers' participation committees, conciliators and arbitrators. If there is more than one trade union registered at an establishment, the collective bargaining agent is determined by a secret ballot held by the Registrar of Trade Unions having jurisdiction in the area where the establishment is located. The bargaining agent is designated for two years if approved by at least one-third of the workers employed in the establishment. In case of failure of negotiations, the workers may resort to strike subject to 14 days' notice; similarly, the employer may opt for lockout. If the strike or lockout lasts for more than thirty days the government may, by order in writing, prohibit the strike or lockout.

Evidence of implementation: There are three active cases against Pakistan regarding the freedom of association: Case No. 3018- International Union of Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF) Complaint date: 08-APR-13; Case No 2902 (Pakistan) Karachi Electric Supply Corporation Labour Union (KESC) Complaint date: 12-OCT-11; and, Case No 2889 (Pakistan) Pakistan Telecom Employees Union (C.B.A.) – PTEU Complaint date: 27-JUL-11.

Coverage of workers in law: Civil servants, the police, military and security guards, bank employees, ordinance factories, security printing press and security paper mills employees, employees of charitable hospitals and persons working mainly in a managerial and administrative capacity are denied the right to organize and to form trade unions. The CEACR has criticized the limited scope of the Industrial Relations law on this ground.

Coverage of workers in practice: In practice, collective bargaining rights are very limited. Even workers in public-sector enterprises have no access to collective bargaining on financial matters as there is a very small little unionized workforce in the country.

Ratification of ILO Conventions: Pakistan ratified the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) on 14 February 1951, and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) on 26 May 1952.

Sources: CEACR observations concerning Conventions Nos. 87 and 98; ILO: Committee on Freedom of Association cases; ILO Conference Committee on the Application of Standards: Examination of individual case concerning Convention No. 87; ILO: NATLEX database.

Legal Framework Indicator 21: Tripartite consultations

Law, policy or institutions. The State of Pakistan recognizes that the tripartism plays a vital role in promoting the harmonious relationships in the world of work. The institutional arrangements for the tripartism in the country at different levels include:

- Pakistan Tripartite Labour Conference;
- Governing Body of the Workers Welfare Fund;
- Board of Trustees of the Employees' Old-age Benefits Institution
- Four Provincial Minimum Wage Boards;
- National Committee on the Rights of the Child;
- Provincial Committee on the Rights of Child;
- National Steering Committee on the Bonded Labour;
- Four Governing Bodies of the Provincial Social Security Institutions;
- Four Provincial Workers' Welfare Boards;
- Four Provincial Tripartite Advisory Committees under the Apprenticeship Ordinance 1962;
- The Miners' Welfare Board;
- Provincial Boards of Management for Worker's Children Education;
- Punjab Occupational Safety & Health (OSH) Council;
- Punjab Committee on the Elimination of Bonded Labour;
- Vigilance Committees;
- District Scrutiny Committees for Workers' Welfare Board.

The Pakistan Tripartite Labour Conference is presided over by the Prime Minister of Pakistan

Evidence of implementation. The CEACR recalls in that Article 2 of the Convention provides that each Member which ratifies the Convention must undertake to operate procedures which ensure effective consultations with respect to the matters set forth in Article 5(1) between representatives of the Government, employers and workers. The nature and the form of the procedures are to be determined by each country in accordance with national practice, following consultations with representative organizations, where such procedures have not yet been established. The Committee asks the Government to provide information on how it gives effect to Article 2 and on the content and outcome of tripartite consultations held on each of the matters related to international labour standards listed in Article 5(1) of the Convention.

Ratification of ILO Conventions. Pakistan has ratified the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), on 25th October, 1994.

Sources: CEACR observation concerning Convention No. 144; ILO: NATLEX database.

Interestingly, the Trade union membership during the entire period under review was higher in the province of Sindh than in compared to Punjab, which accounts for 60 per cent of the national workforce. Between 2005 and 2009, Sindh recorded a five per cent increase in the total number of trade-union members in paid employment of 5 per cent, while in Khyber Pakhtunkhwa the increase was 13 per cent, and Balochistan saw a growth of nine per cent. During the following period 2009 to 2012, the increase in trade-union membership in paid employment was eight per cent in Sindh, 14 per cent in Khyber

Pakhtunkhwa, eight per cent in Balochistan and three per cent in Punjab.

The limited data available on the number of organizations belonging to the Employers' Federation of Pakistan (EFP) – the largest national employers' organization in Pakistan – do not show any significant change during the period 2001–2013. The membership of EFP fluctuated during this period, ranging from a low of 518 in 2001 to a high of 556 in 2013, with positive growth between 2001 and 2004. Data on the provincial breakdown for EFP membership,

available only for 2013, indicate that the majority of member organizations (over 70 per cent) were to be found in the province of Sindh, with Punjab-based employers accounting for just 27 per cent of EFP members.

Article 17 of the Constitution also recognizes collective bargaining as a fundamental right of Pakistani citizens. Elected collective-bargaining agents, essentially a trade union, have to have at least one-third of total workers in an establishment (see box below).

In Pakistan, the number of workers in employment whose pay and conditions are determined by collective bargaining agreements (CBAs) has increased by 50.9 per cent, from 545.8 thousand to 823.9 thousand during the 2001–2010 period. This increase in Punjab was 66.5 per cent over the same period while in the case of Sindh¹⁵ the rise was just 7.7 per cent. No administrative data on this indicator are available in respect of Balochistan, where it is reported that the total number of such workers was just 127 in 2012.

Data on the number of industrial disputes, available up to until 2008, from the former Ministry of Labour and Manpower show that industrial disputes were on the rise between 2001 and 2007. The number of workers involved and man-days lost as a result of these disputes was at a peak during the period 2004 to 2007; with between 8,000 and 11,000 workers involved and 85,000 to 103,000 man-days lost. Figures on the number of work stoppages, which include strikes and lockouts, obtained from the administrative records of the Provincial Labour Departments,¹⁶ show that the overwhelming majority of man-days lost, as well as workers involved in strikes and lockouts, were found to be in the of province of Punjab during the period under review, although the number of work stoppages was significantly lower in Punjab, as compared to Sindh during this period.

Summary assessment

Pakistan's progress on social dialogue and on employers' and workers' representation has been

uneven mixed throughout the period under review. In addition, it is difficult to comprehensively assess this progress due to gaps in existing data, as administrative records on different aspects of social dialogue are not systematically maintained by the provinces and data quality varies significantly across the four provinces.

The available data show that, at the national level, trade-union membership fluctuated substantially, with the number of employed workers with trade union membership increasing at a rapid pace between 2001 and 2003, peaking at over 503,000 in 2003, and declining thereafter to reach 245,383 in 2008. The gender-disaggregation reveals that an overwhelming majority of employed trade-union members are men, which broadly reflects the gender composition of the labour market. Figures from the administrative records of Provincial Labour Departments for the period 2001 to 2012 indicate consistent growth in the number of trade-union members in paid employment in all provinces except Punjab, with the highest number of trade-union members being in the province of Sindh at over 506,000 in 2012 (see Table 11).

The number of workers in employment whose pay and conditions are determined by collective-bargaining agreements increased from 545.8 thousand to 823.9 thousand during 2001–2010, with the rise being substantially higher for workers in Punjab. The number of industrial disputes in the country increased between 2001 and 2007, with consistent data being unavailable after 2008. The number of workers involved and man-days lost as a result of these disputes was at a peak during the period 2004–07, with between 8,000 and 11,000 workers involved and 85,000 to 103,000 man-days lost. Figures obtained separately from the Provincial Labour Departments show that the overwhelming majority of man-days lost, as well as workers involved in strikes and lockouts, was seen in the province of Punjab during 2001–2013, although the number of work stoppages was significantly lower in Punjab, as compared to Sindh during this period.

¹⁵ The most significant critical reason for this is the shifting of the focus of business activities from Sindh to Punjab, which included: setting up of dry ports for direct export; the deteriorating law and order situation in Karachi; and the Punjab and Federal Government's continuous focus on promoting business and industry in the province. etc.

¹⁶ These series differ in scope from the data reported earlier for industrial disputes at the national level. Data from Balochistan are not available for this series.

Table 11: Social dialogue, employers' and workers' representation

DIAL 1

Total number of trade union members in employment													
Pakistan	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Overall	275 646	247 539	503 450	474 370	472 837	451 798	455 770	245 383					
Male	272 007	245 405	483 052	453 934	454 435	437 141	441 201	240 989					
Female	3 639	2 134	20 398	20 436	18 402	14 657	14 569	4 394					
Punjab	322 273	323 658	313 854	320 530	316 604	316 579	299 686	299 060	301 083	305 032	306 603	306 993	
Sindh	498 167	507 965	515 047	517 144	515 648	499 079	498 781	504 880	492 312	494 099	501 156	506 208	
KPK	38 778	41 116	40 071	39 775	38 091	37 935	37 652	37 080	36 797	37 160	36 727	36 330	
Balochistan	19 906	19 936	19 996	20 092	20 182	20 232	20 532	21 032	21 232	21 292	21 392	21 412	

DIAL 2

Number of enterprises belonging to an employers' organization(s)													
	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Pakistan	518	547	546	550	-	-	-	-	-	524	524	537	556
Punjab												135	150
Sindh												387	390
Khyber Pakhtunkhwa												10	10
Balochistan												5	6

Source: Employers' Federation of Pakistan

DIAL 3

Number of collective bargaining agreements - CBAs													
	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Pakistan	299	421	469	521	601	659	599	672	708	719	738	749	
Punjab													
Sindh	169	241	289	341	341	349	349	357	378	379	388	397	
Khyber Pakhtunkhwa	130	180	180	180	260	310	250	315	330	340	350	352	
Balochistan													

Number of workers in employment whose pay and conditions are determined by collective agreement

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Pakistan													
Punjab	416 507	443 072	449 504	472 134	492 964	536 718	599 541	622 568	648 864	676 755	682 300	693 573	
Sindh	89 168	89 674	89 312	89 891	90 563	90 912	91 765	92 112	93 766	94 899	95 897	96 102	
KPK	40 199	36 595	35 555	35 555	36 095	34 949	34 830	30 765	31 239	34 260	35 954	34 230	
Balochistan	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	127	

DIAL 4

Time (days or hours) not worked by workers involved in industrial disputes (Pakistan)

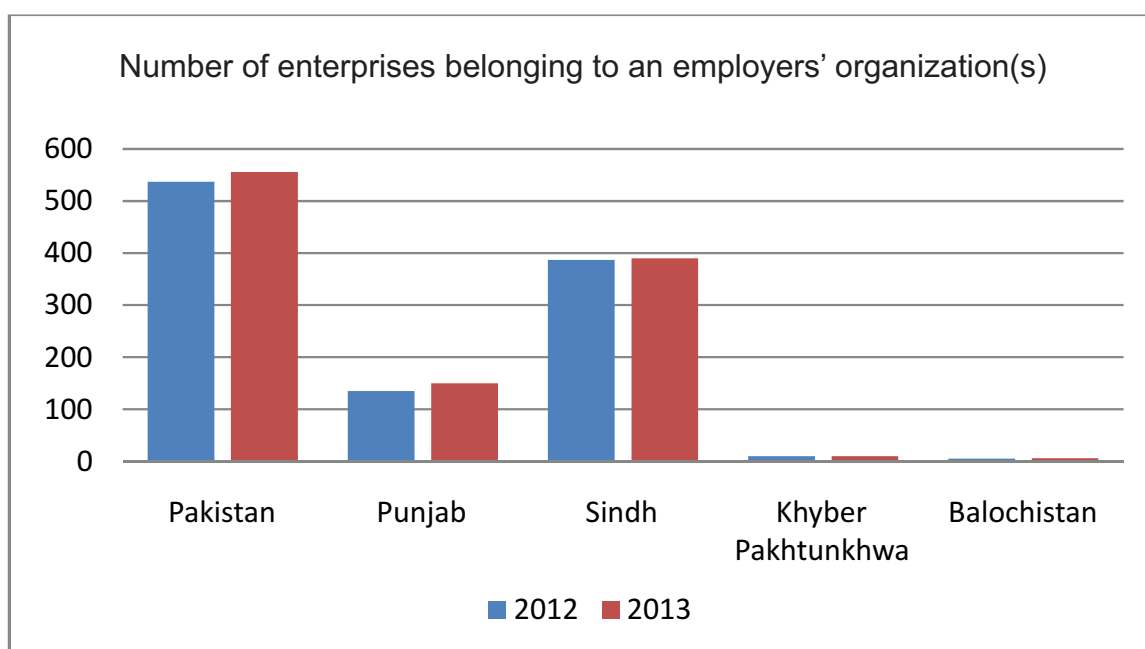
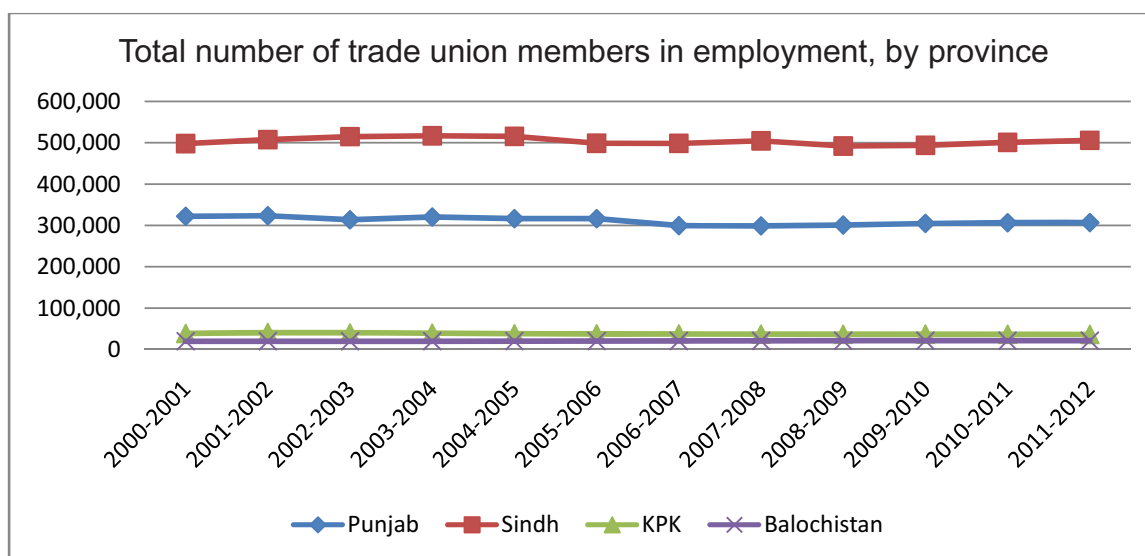
	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
No. of disputes	4	4	18	15	19	17	21	17					
No. of workers involved	711	516	8 189	8 724	10 177	7 988	11 245	5 924					
No. of man days lost	7 078	12 160	47 719	95 124	102 932	85 751	102 149	26 668					

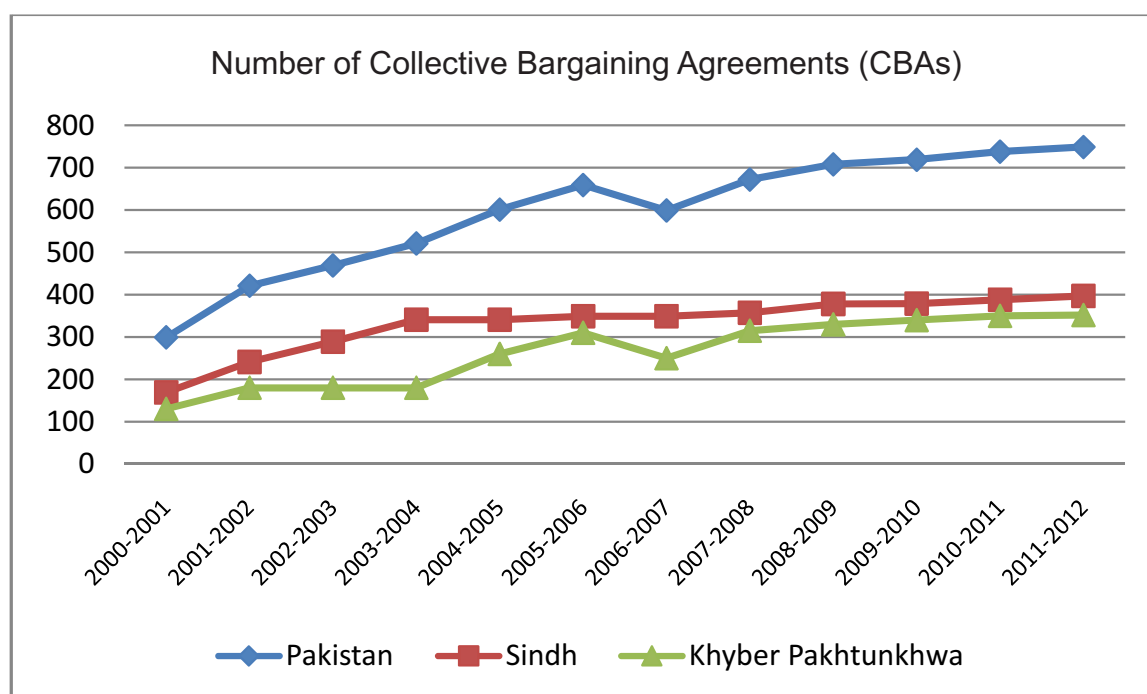
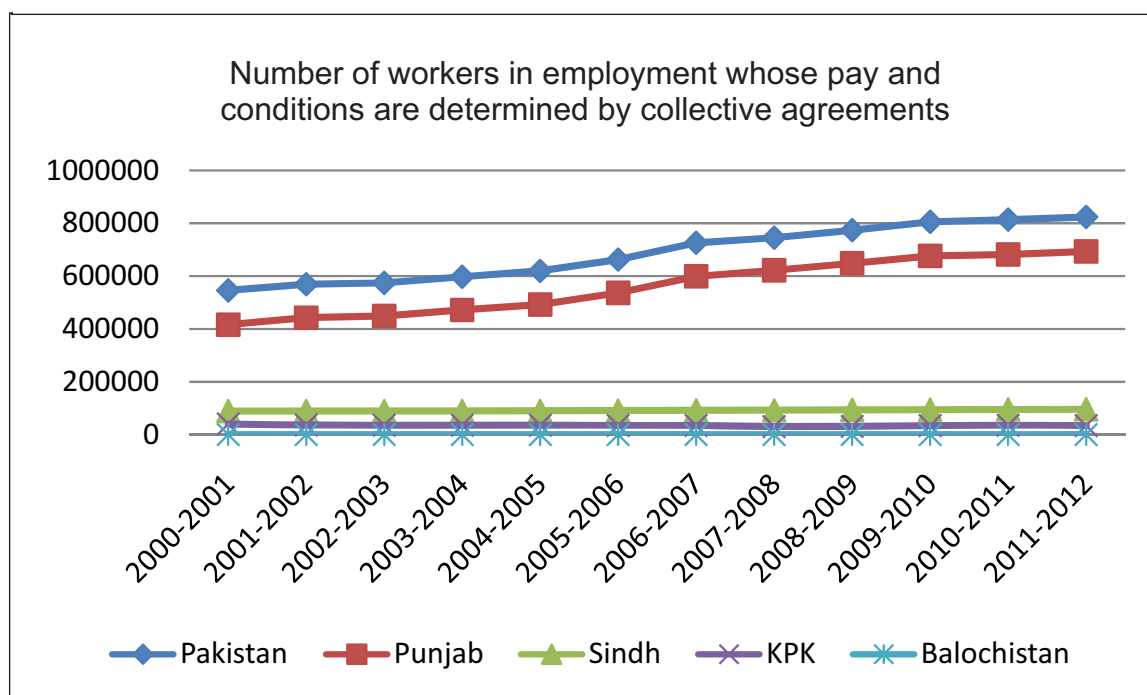
Source: GoP, Labour & Manpower Division

Time (days or hours) not worked by workers involved in strike/ lockouts (provinces)													
	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Number of work stoppages													
Punjab			18	14	15	13	20	15					
Sindh	67	42	88	23	34	43	56	47	87	46	36	23	
KPK			-	-	-	1	1	1					
Balochistan			-	-	-	-	-	-					
Number of workers involved													
Punjab			8 189	8 664	8 932	5 963	11 020	5 626					
Sindh	676	524	339	9 446	1 245	1 800	2 654	2 012	3 568	3 168	8 990	7 889	
KPK			-	-	-	225	225	75					
Balochistan			-	-	-	-	-	-					
Man days lost													
Punjab	-	-	47 719	94 884	99 167	79 637	99 899	14 300					
Sindh	1 038	1 560	-	240	3 765	6 002	-	893	674	775	2 012	2 761	
KPK	-	-	-	-	-	112	2 250	13 500	-	-	1 000	1 858	
Balochistan	-	-	-	-	-	-	-	-					

Source: Administrative records of provincial departments of Labour

11. Social dialogue, employers' and workers' representation - Graphs





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Annex Table 1: Economic and social context for decent work

Decent work indicator	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013
Children aged 5-17 years not in school (%)									
Punjab									
Male	35.09	32.69	32.78	30.00	27.99	26.59	25.52	24.64	23.90
Female	45.92	42.50	40.87	37.41	36.06	34.39	33.66	32.41	30.56
Urban	29.44	25.87	25.37	23.97	21.28	20.02	20.80	20.72	17.43
Rural	44.99	42.48	41.74	37.69	36.49	34.74	33.22	31.71	31.42
Sindh									
Male	39.08	39.59	40.71	36.00	35.91	34.84	34.89	32.42	30.80
Female	51.37	53.44	52.09	48.82	47.63	47.66	46.78	45.81	42.81
Urban	26.87	27.21	29.77	26.54	22.72	22.49	21.15	19.65	20.08
Rural	62.70	63.25	60.35	54.90	57.23	55.69	55.28	53.09	48.98
Khyber Pakhtunkhwa									
Male	33.23	29.64	28.72	24.59	22.64	21.98	20.87	18.92	19.75
Female	64.55	56.65	55.49	50.34	47.62	46.42	44.18	42.92	42.44
Urban	36.70	31.71	27.85	29.75	28.62	24.53	24.32	20.72	20.67
Rural	49.76	44.39	43.81	37.80	35.32	34.92	33.16	31.89	32.03
Balochistan									
Male	45.16	45.65	43.71	30.22	31.82	28.92	27.19	28.14	31.47
Female	69.61	69.89	68.42	54.70	50.16	53.31	52.22	51.48	61.23
Urban	31.54	31.75	34.07	23.88	23.82	22.81	21.24	24.38	24.94
Rural	62.04	64.37	60.88	46.53	45.10	45.06	43.69	42.70	50.94
Adult literacy rate 15 +									
Punjab									
Male	60.46	61.86	63.21	63.63	65.36	66.60	66.59	66.27	67.65
Female	36.38	38.79	40.80	41.64	43.65	44.53	45.33	45.83	48.37
Urban	65.33	67.73	68.29	69.76	70.58	71.78	71.39	70.52	73.36

[illegible]

Decent work indicator	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013
Male	41.81	36.49	37.83	33.36	33.76	32.39	32.46	28.88	27.34
Female	59.83	62.54	67.71	67.42	80.09	79.82	72.91	71.95	75.91
Urban	6.84	6.93	6.48	5.40	6.46	7.85	8.39	5.70	4.77
Rural	50.24	45.72	48.52	43.35	49.35	48.23	45.69	42.75	42.36
Balochistan									
Male	48.83	42.80	52.40	46.82	46.12	45.77	47.16	50.26	48.78
Female	59.95	62.54	89.42	88.32	84.27	82.40	84.16	83.08	65.17
Urban	8.94	8.91	9.88	11.13	10.30	11.89	12.48	14.05	10.64
Rural	57.69	53.74	68.91	62.08	60.17	60.00	61.14	64.27	61.81
Industry									
Punjab									
Male	15.72	14.91	15.51	16.15	15.35	15.28	15.50	16.76	17.28
Female	15.01	15.05	15.53	13.24	14.67	15.14	12.54	12.57	11.30
Urban	26.87	24.48	25.68	24.36	25.16	25.29	24.16	26.58	27.44
Rural	10.91	11.09	11.35	11.87	11.17	11.13	10.95	11.29	10.98
Sindh									
Male	14.04	15.07	15.59	15.02	14.10	14.58	15.16	14.74	16.31
Female	11.47	15.17	14.34	9.63	5.46	5.27	5.92	5.06	9.28
Urban	24.40	25.63	26.11	24.75	24.55	24.96	26.13	25.61	27.37
Rural	3.44	4.36	5.48	5.14	3.59	3.65	4.24	3.88	5.67
KPK									
Male	7.70	8.31	8.08	7.99	8.87	8.14	9.56	10.24	9.35
Female	9.79	7.70	10.95	5.28	6.39	7.23	11.75	13.14	8.12
Urban	15.08	13.11	14.26	12.91	15.33	12.55	14.79	17.63	15.21
Rural	6.45	7.30	7.35	6.66	7.07	7.08	8.98	9.36	7.87
Balochistan									
Male	3.22	4.24	2.24	3.40	3.41	4.04	5.01	4.20	4.45
Female	17.53	19.08	1.13	1.85	0.52	4.02	5.92	8.95	25.98
Urban	9.94	7.56	6.75	6.70	7.09	9.20	10.97	9.54	12.46

Decent work indicator	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2012-2013
Agriculture	30.38	34.11	38.87	40.58	38.50	37.95	42.51	43.77	44.87
Industry	20.13	25.35	27.09	25.09	27.96	27.95	25.18	25.31	21.91
Services	6.43	7.09	8.38	8.21	7.69	7.45	7.88	7.98	7.82
Sindh									
Urban									
Agriculture	9.60	1.37	5.98	14.67	20.17	17.00	18.83	23.88	53.84
Industry	4.86	7.29	8.02	5.57	6.60	5.62	4.99	5.08	6.34
Services	5.92	6.29	6.59	6.17	4.48	7.13	6.14	7.58	5.79
Rural									
Agriculture	8.07	8.99	15.82	18.65	27.63	29.00	26.72	27.74	27.69
Industry	5.75	3.42	11.34	12.31	2.65	9.52	10.95	9.66	21.07
Services	1.85	2.48	2.42	2.53	2.06	2.31	2.54	2.25	2.84
KPK									
Urban									
Agriculture	4.29	6.86	2.96	2.93	13.99	22.73	23.57	18.55	20.07
Industry	8.10	5.15	12.97	7.30	9.10	18.57	10.84	13.23	8.24
Services	6.65	8.29	8.67	6.77	6.03	8.03	7.21	7.42	7.72
Rural									
Agriculture	10.59	17.81	21.81	20.04	35.73	38.16	32.39	35.38	37.60
Industry	9.96	12.09	18.54	7.43	16.28	17.68	23.72	24.89	18.61
Services	3.97	5.57	4.60	4.85	4.80	4.06	4.61	4.23	4.24
Balochistan									
Urban									
Agriculture	0.72	7.97	9.75	17.84	16.93	20.65	24.21	17.52	9.19
Industry	5.98	6.28	5.75	1.15	1.43	7.18	6.50	6.86	14.13
Services	3.88	4.98	3.75	3.55	4.22	4.10	4.28	3.04	3.38
Rural									
Agriculture	5.69	10.32	18.29	20.23	15.00	15.72	16.04	12.80	12.58
Industry	32.20	34.47	6.70	10.92	1.48	11.92	15.73	24.40	56.36
Services	1.48	1.36	1.78	1.99	2.03	1.98	1.05	0.57	1.03

Source: PBS, LFS

Annex Table 2: Unemployed persons aged 15+ by level of education

Decent Work Indicator	2001-02	2003-04	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13
Punjab									
Less than one year of edu									
Both sexes	47.95	47.80	46.09	46.61	45.45	44.47	44.82	44.62	43.25
Males	42.02	40.09	38.00	37.90	37.19	35.92	35.82	35.35	34.71
Females	71.12	74.49	71.00	72.45	72.28	71.23	70.12	69.79	66.57
Urban	31.82	30.61	28.63	27.26	27.69	26.77	27.32	28.07	24.94
Rural	54.85	55.06	53.53	54.40	52.77	51.94	52.14	51.49	50.91
Preprimary education									
Both sexes	3.41	3.83	4.29	3.92	3.31	3.67	3.64	3.69	3.70
Males	3.86	4.37	4.90	4.57	3.72	4.17	4.05	4.26	4.22
Females	1.67	1.98	2.42	1.98	2.00	2.10	2.49	2.15	2.29
Urban	3.67	3.44	4.02	3.21	2.40	2.77	2.48	2.82	3.03
Rural	3.30	4.00	4.41	4.21	3.69	4.05	4.12	4.06	3.98
Primary but below middle									
Both sexes	16.02	15.43	15.91	16.20	15.92	16.23	16.63	16.19	16.22
Males	17.88	17.45	17.75	18.24	17.81	18.24	18.72	18.31	18.30
Females	8.77	8.43	10.22	10.14	9.74	9.92	10.76	10.43	10.57
Urban	16.14	15.12	15.69	16.47	15.86	15.36	16.05	15.48	15.62
Rural	15.97	15.56	16.00	16.08	15.94	16.59	16.87	16.48	16.48
Middle but below atric									
Both sexes	12.43	12.16	12.53	12.42	12.80	13.18	12.75	13.50	13.81
Males	14.45	14.73	15.38	15.30	15.51	16.14	15.81	16.76	16.77
Females	4.56	3.27	3.79	3.90	3.99	3.90	4.18	4.67	5.74
Urban	14.47	13.96	15.23	14.59	14.91	15.65	14.98	16.42	16.37
Rural	11.57	11.40	11.39	11.53	11.92	12.13	11.83	12.29	12.74

Decent Work Indicator	2001-02	2003-04	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13
Matric but below ntermediate									
Both sexes	12.49	12.51	12.78	12.57	13.30	12.93	12.64	12.67	12.99
Males	13.99	14.51	14.96	15.03	15.74	15.33	15.29	15.29	15.43
Females	6.64	5.57	6.07	5.28	5.39	5.41	5.20	5.55	6.35
Urban	18.46	18.53	19.07	19.18	19.82	19.42	18.76	18.78	19.04
Rural	9.94	9.97	10.10	9.86	10.62	10.19	10.08	10.13	10.47
Intermediate but below degree									
Both sexes	4.02	3.80	4.00	3.98	4.45	4.43	4.42	4.29	4.39
Males	4.08	4.30	4.52	4.56	5.07	4.94	5.12	4.87	5.05
Females	3.80	2.05	2.40	2.28	2.43	2.83	2.46	2.72	2.57
Urban	7.16	7.35	7.37	7.95	8.52	8.45	8.56	7.44	8.25
Rural	2.68	2.30	2.56	2.36	2.77	2.73	2.70	2.98	2.77
Degree									
Both sexes	3.67	4.47	4.40	4.29	4.77	5.10	5.09	5.04	5.63
Males	3.72	4.54	4.49	4.40	4.96	5.25	5.20	5.16	5.52
Females	3.44	4.21	4.10	3.97	4.16	4.61	4.79	4.69	5.91
Urban	8.28	11.00	9.99	10.97	10.80	11.57	11.85	10.99	12.74
Rural	1.69	1.71	2.01	1.56	2.28	2.36	2.27	2.57	2.65
Sindh									
Less than one year of education									
Both sexes	41.76	40.46	40.26	38.36	41.95	41.04	41.28	40.03	39.35
Males	40.25	39.20	37.24	34.11	34.80	34.09	34.93	33.24	32.95
Females	61.56	55.29	68.23	73.01	83.40	77.17	76.99	76.64	73.06
Urban	28.01	25.39	24.95	24.42	22.18	22.15	22.44	20.60	21.00
Rural	55.96	56.28	55.07	51.28	58.08	56.70	56.43	55.97	54.67
Pre primary education									
Both sexes	4.80	4.74	3.37	2.83	1.69	1.93	2.15	1.66	1.58

Decent Work Indicator	2001-02	2003-04	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13
Males	4.96	5.03	3.65	3.04	1.88	2.12	2.41	1.92	1.77
Females	2.69	1.23	0.77	1.11	0.59	0.96	0.65	0.24	0.58
Urban	3.15	3.90	2.58	2.21	1.19	1.62	1.91	1.21	1.45
Rural	6.51	5.61	4.13	3.41	2.11	2.18	2.34	2.03	1.68
Primary but below middle									
Both sexes	14.55	14.84	15.62	16.56	16.05	16.14	16.54	16.60	16.44
Males	15.35	15.80	16.86	18.12	18.07	18.21	18.56	18.90	18.30
Females	3.98	3.59	4.06	3.87	4.39	5.34	5.15	4.22	6.63
Urban	12.81	12.65	13.65	14.08	14.17	12.96	13.46	13.75	13.68
Rural	16.34	17.14	17.52	18.86	17.59	18.77	19.02	18.94	18.74
Middle but below atric									
Both sexes	9.80	8.68	9.48	9.82	9.22	9.73	9.15	9.75	10.27
Males	10.27	8.91	10.25	10.71	10.55	11.23	10.44	11.05	11.58
Females	3.62	5.95	2.32	2.61	1.48	1.92	1.87	2.75	3.35
Urban	12.78	12.42	13.24	13.11	12.82	14.02	13.38	14.51	14.91
Rural	6.71	4.76	5.84	6.78	6.28	6.17	5.75	5.85	6.38
Matric but below ntermediate									
Both sexes	11.72	13.69	13.24	14.37	13.11	12.54	13.01	12.93	14.08
Males	12.12	13.84	13.93	15.49	14.91	14.37	14.62	14.57	15.73
Females	6.53	11.83	6.84	5.23	2.66	3.03	3.98	4.09	5.43
Urban	16.60	19.06	17.79	19.82	19.61	18.13	18.76	18.50	19.88
Rural	6.68	8.05	8.83	9.33	7.81	7.91	8.39	8.37	9.24
Intermediate but below degree									
Both sexes	6.72	6.82	7.46	8.59	7.78	7.60	7.29	8.01	7.90
Males	6.71	6.78	7.62	9.04	8.70	8.51	7.88	8.67	8.73
Females	6.85	7.21	5.96	4.89	2.43	2.82	3.93	4.42	3.51
Urban	9.53	9.35	10.69	11.15	12.13	11.23	10.86	11.72	11.34

Decent Work Indicator	2001-02	2003-04	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13
Both sexes	9.78	11.16	11.18	11.66	10.95	10.74	11.96	12.28	11.31
Males	10.71	12.58	12.90	12.94	13.23	12.91	13.91	14.46	13.22
Females	1.08	2.38	2.61	3.16	1.99	2.63	3.59	3.34	3.26
Urban	11.51	11.58	12.37	12.04	11.23	10.55	12.72	13.05	12.66
Rural	9.44	11.08	10.95	11.58	10.90	10.78	11.80	12.13	11.02
Matric but below intermediate									
Both sexes	13.76	13.08	13.61	16.00	14.74	14.97	15.12	15.38	16.11
Males	14.18	13.79	14.98	17.05	16.99	17.33	16.76	17.43	18.29
Females	9.88	8.73	6.76	9.07	5.91	6.16	8.15	6.93	6.94
Urban	16.68	17.78	18.36	19.01	19.50	19.53	18.77	20.27	18.61
Rural	13.18	12.14	12.69	15.39	13.81	14.07	14.39	14.36	15.57
Intermediate but below degree									
Both sexes	4.19	5.20	4.28	5.67	5.24	5.65	5.25	5.73	6.58
Males	4.24	4.95	4.38	5.64	5.55	6.06	5.52	6.00	6.88
Females	3.67	6.78	3.77	5.85	4.02	4.13	4.09	4.62	5.29
Urban	7.22	8.24	8.95	8.19	7.05	8.30	7.09	8.52	10.07
Rural	3.58	4.59	3.37	5.14	4.88	5.12	4.87	5.15	5.82
Degree									
Both sexes	4.97	5.35	4.99	5.85	6.44	6.71	6.81	7.65	8.89
Males	4.87	5.22	4.91	5.77	6.69	6.82	6.67	7.51	8.59
Females	5.92	6.17	5.41	6.33	5.46	6.33	7.38	8.22	10.16
Urban	13.49	14.62	3.25	12.96	12.46	15.16	14.99	17.29	19.21
Rural	3.27	3.49	3.39	4.38	5.25	5.04	5.16	5.64	6.65
Balochistan									
Less than one year of education									
Both sexes	66.25	61.94	59.24	53.90	47.08	44.57	46.24	45.75	49.88
Males	65.41	59.81	55.74	49.35	43.41	40.29	41.79	42.01	46.47

Decent Work Indicator	2001-02	2003-04	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13
Females	78.30	84.10	85.42	84.82	81.48	79.15	82.31	84.57	80.82
Urban	37.03	34.24	35.86	28.68	29.17	27.59	24.84	26.36	23.39
Rural	72.70	69.91	65.60	60.45	52.10	45.99	52.06	51.51	57.77
Preprimary education									
Both sexes	5.94	5.80	3.34	4.69	4.77	4.98	4.56	4.44	4.73
Males	6.23	6.28	3.57	5.36	5.15	5.30	4.81	4.80	4.95
Females	1.75	0.82	1.62	0.20	1.23	2.37	2.49	0.64	2.72
Urban	6.09	6.34	2.78	4.02	3.01	4.56	3.71	3.40	3.22
Rural	5.91	5.65	3.49	4.87	5.26	5.10	4.79	4.75	5.18
Primary but below middle									
Both sexes	8.63	9.31	12.81	13.34	16.24	17.06	17.91	15.91	16.67
Males	9.12	10.16	13.78	14.62	17.35	18.41	19.40	17.04	17.85
Females	1.62	0.56	5.49	4.61	5.90	6.13	5.80	4.12	5.94
Urban	11.53	14.36	12.10	14.64	15.20	16.04	17.44	15.56	18.16
Rural	8.00	7.86	13.00	13.00	16.53	17.36	18.03	16.01	16.22
Middle but below atric									
Both sexes	4.80	7.64	8.49	8.61	9.12	11.34	10.66	12.88	10.21
Males	5.05	8.26	9.45	9.44	10.01	12.44	11.76	13.92	11.07
Females	1.10	1.22	1.30	2.95	0.85	2.44	1.71	2.16	2.43
Urban	9.63	12.54	13.36	14.27	12.37	13.76	13.87	15.58	13.79
Rural	3.73	6.23	7.16	7.14	8.21	10.63	9.78	12.08	9.14
Matric but below ntermediate									
Both sexes	8.85	7.25	9.27	10.13	12.35	12.13	11.94	11.48	9.38
Males	8.81	7.42	10.18	11.10	13.28	13.20	13.06	12.24	10.17
Females	9.37	5.43	2.42	3.54	3.65	3.49	2.82	3.67	2.24
Urban	17.28	13.02	15.73	17.45	18.30	16.52	20.42	17.86	17.98
Rural	6.99	5.58	7.51	8.23	10.69	10.85	9.63	9.59	6.82

Decent Work Indicator	2001-02	2003-04	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13
Intermediate but below degree									
Both sexes	3.03	3.75	3.31	5.18	5.36	4.90	4.61	5.33	4.64
Males	2.89	3.71	3.49	5.65	5.64	5.26	4.86	5.62	4.92
Females	5.16	4.13	1.95	1.92	2.73	2.05	2.59	2.29	2.16
Urban	8.92	8.93	8.43	8.40	9.41	8.66	8.06	10.16	10.28
Rural	1.74	2.26	1.91	4.34	4.23	3.80	3.67	3.89	2.97
Degree									
Both sexes	2.49	4.32	3.56	4.15	5.07	5.02	4.09	4.22	4.49
Males	2.47	4.37	3.79	4.47	5.16	5.10	4.32	4.38	4.58
Females	2.70	3.75	1.79	1.96	4.17	4.37	2.28	2.55	3.70
Urban	9.51	10.57	11.74	12.54	12.54	12.87	11.65	11.09	13.17
Rural	0.94	2.52	1.33	1.97	2.98	2.72	2.04	2.17	1.90

Source: PBS, LFS

Annex Table 3: Weekly hours of work by province (standardized bands) %

Punjab	2001-02	2003-04	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13
NoHours Actually Worked	0.69	0.82	1.22	0.74	0.69	0.46	0.52	0.73	0.59
1-14 Hours	1.82	1.41	1.76	1.30	1.60	1.32	1.16	1.39	1.24
15-29 Hours	7.92	8.34	9.76	10.75	9.48	9.49	9.17	9.72	10.75
30-34 Hours	4.61	4.86	3.95	4.34	2.99	3.50	3.34	3.97	3.36
35-39 Hours	10.11	9.92	11.06	11.66	12.66	12.76	12.95	13.14	11.95
40-48 Hours	31.28	29.05	29.06	29.43	30.60	30.88	29.98	29.06	32.60
49 Hours or more	43.57	45.60	43.19	41.77	41.98	41.59	42.88	41.99	39.51
Sindh									
No Hours Actually Worked	0.23	0.35	0.78	0.18	0.08	0.15	0.16	0.22	0.19
1-14 Hours	0.47	0.54	0.32	0.31	0.38	0.56	0.64	1.07	0.75
15-29 Hours	3.96	3.50	2.75	2.65	3.67	5.64	3.67	4.87	7.20
30-34 Hours	3.77	3.90	3.44	3.51	2.83	3.79	2.84	2.75	3.12
35-39 Hours	8.17	7.64	10.38	12.84	13.92	15.41	15.92	14.95	12.85
40-48 Hours	34.84	33.23	33.64	32.98	34.21	31.43	31.66	30.28	34.82
49 Hours or more	48.56	50.83	48.68	47.54	44.91	43.01	45.10	45.86	41.07
Khyber Pakhtunkhwa									
No Hours Actually Worked	1.74	1.36	2.19	1.22	1.57	2.03	0.95	1.71	1.02
1-14 Hours	1.27	1.34	3.64	2.37	2.89	4.67	6.25	2.65	3.88
15-29 Hours	8.49	9.99	14.33	8.80	12.25	12.93	11.36	10.73	11.61
30-34 Hours	3.55	6.66	4.80	5.46	5.67	4.83	4.44	5.47	5.02
35-39 Hours	9.71	11.30	13.58	13.74	13.60	13.01	13.13	14.20	12.32
40-48 Hours	38.68	32.62	28.75	32.74	31.74	32.47	33.72	36.52	36.53
49 Hours or more	36.56	36.73	32.73	35.68	32.29	30.06	30.15	28.72	29.63
Balochistan									
NoHours Actually Worked	0.99	0.55	0.19	0.25	0.12	0.18	0.21	0.25	0.39

Punjab	2001-02	2003-04	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13
1-14 Hours	1.13	0.27	0.04	0.26	0.13	0.29	0.17	0.40	0.36
15-29 Hours	6.60	4.40	2.57	6.24	1.29	2.22	2.13	1.51	1.62
30-34 Hours	4.22	4.22	3.51	3.89	1.90	2.96	2.39	2.33	1.13
35-39 Hours	10.80	11.28	16.09	9.02	14.43	11.09	14.41	15.75	16.67
40-48 Hours	41.15	48.39	39.47	37.05	41.21	46.28	40.65	45.61	43.47
49 Hours or more	35.11	30.89	38.14	43.28	40.92	36.97	40.03	34.16	36.37

Source: PBS, LFS



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