



## KEY FINDINGS OF LABOUR FORCE SURVEY 2020-21

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





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**Thirty-sixth round**

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

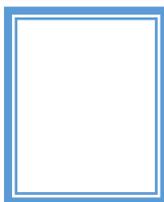
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Chief Statistician  
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## Foreword

Labour Force statistics are pivotal to manpower planning, human resource development, and economic growth. The labour force surveys are conducted by different countries to gauge their labour force, composition of labour force, and surplus labour force etc. These statistics are basic need for policy formulation regarding labour issues, capacity building, employment, future projections and comparison with the past. Pakistan Bureau of Statistics has been conducting Labour Force Surveys (LFS) since 1963. The LFS 2020-21 is the first ever survey carried out at district level having sample size of 99,904 households. In addition disability module was first time included to make the survey results more comprehensive. LFS section and Data Processing Centre took the initiative of shifting the data collection from laborious method i.e. from paper based questionnaires to the Tablets. For this purpose Android Software Application was developed under the sample guidance of Member Support Services for timely data collection and to ensure quality. The Survey data is extensively used by the government functionaries, researchers and other users at large.

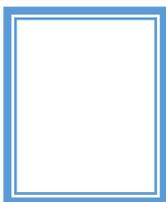
This report presents annual estimates of the LFS 2020-21 at national, provincial and at district level. Detailed information on labour force characteristics has been provided on the basis of statistics collected at household level to produce gender disaggregated national and provincial level estimates with urban-rural breakdown. The results provided through this survey are pivotal to study the situation of employment, unemployment and participation rate, etc.

The in hand report of LFS 2020-21 is very useful document providing detailed information about labour market of Pakistan at gross root level. The data from this report could be used for evidence based decision making by the policy makers. The planner, the policy makers and researchers, international agencies and general public can get benefit by using these statistics for their relevant objectivity.

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

Islamabad  
March, 2022

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



Member (Census & Surveys)  
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## Preface

Labour Force Survey (LFS) 2020-21 is the 36th round of series of surveys, initiated in 1963. Current Labour Force Survey covered 99,904 households and provide detailed information about important indicators of labour force like unemployment rate, labour force participation rates, share of employment in agriculture & non-agriculture sectors, employment by major industries and occupational groups, employment status, underemployment rate, mean hours worked and monthly wages of paid employees etc. at national, provincial and districts level with urban/rural break up.

The field activities of the current LFS were carried out during July 2020 to June 2021 to capture the seasonal variation in four provinces including Gilgit Baltistan and Azad Jammu& Kashmir. For this purpose, total sample size was evenly distributed into four sub samples, each to be enumerated on quarterly basis. This report provides information on key socio economic aspects of the country's labour force and results are representative at national, provincial I and districts level with rural-urban breakup. The data was collected electronically using tablets for the first time to improve the quality of the data.

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

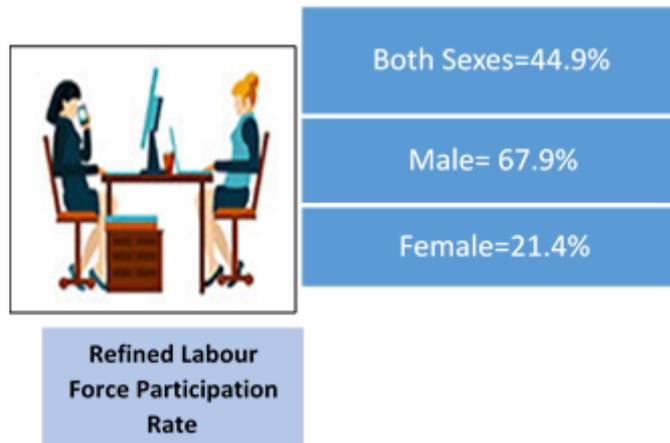
I seize this opportunity to acknowledge that all concerned sections of PBS viz Labour Statistics Section, Sample Design Section, Field Services Section and Data Processing Centre have performed their role with dedication and efficacy in the pursuit of actualizing the survey output by the stipulated time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

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

Islamabad  
March, 2022

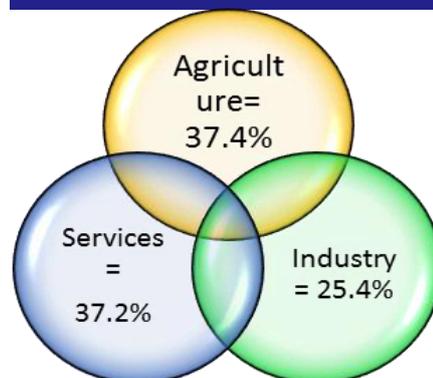
**(Ayazuddin)**  
**Member (C&S)**

## Top Line Results LFS 2020-21



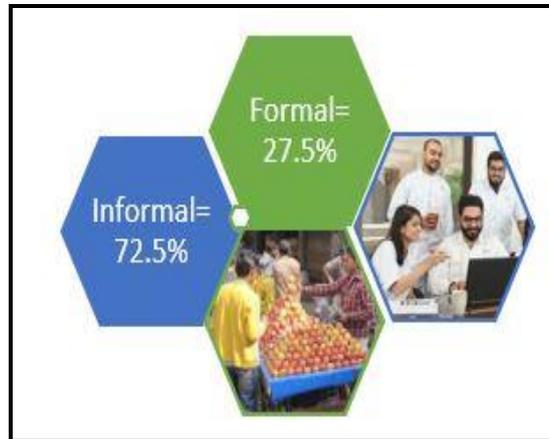
Unemployment Rate by Province	
	Pakistan=6.3%
	KP =8.8 %
	Punjab =6.8%
	Sindh= 3.9%
	Balochistan = 4.3%

### Employment by Sector



## Employment

Employer= 1.4%	Own Account Worker= 35.5%
Contributing Family Helper = 21.1%	Employees= 42.0%



### Underemployment Rate by Sex



### Average Monthly Wages



## Table of Contents

Team of Labour Force Survey.....	i
Foreword .....	ii
Preface .....	iii
Top Line Results LFS 2020-21 .....	iv
Introduction .....	1
1.1 Background .....	1
1.2 Objectives.....	1
Sample Design.....	2
2.1 Sampling Plan .....	2
2.2 Sample Design.....	2
2.3 Sampling Frame .....	2
2.4 Stratification Plan .....	2
2.4.1 Rural Domain: .....	2
2.4.2 Urban Domain: .....	2
2.5 Selection of primary sampling units (PSUs) .....	2
2.6 Selection of secondary sampling units (SSUs).....	2
2.7 Sample Size and Its Allocation .....	2
2.8 Coverage.....	3
Economic Activities and the Labour Force .....	4
3.1 Labour Force Participation Rates: Crude .....	4
3.2 Labour Force Participation Rates: Refined .....	5
3.3 Labour Force Participation Rates: Age Specific .....	7
3.4 Labour Force-Absolute Numbers .....	8
3.5 Unemployment rate .....	8
3.5.1 Unemployment Rates: Overall .....	9
3.6 Time Related underemployment .....	10
3.6.1 Underemployment Rates: Time-related .....	10
3.7 Employment to Population Ratio .....	11

3.8 Employed: Major Industry Division.....	12
3.9 Employed: Major Occupational Groups.....	13
3.10 Employed: Employment Status .....	15
3.11 Employed: Informal Sector .....	16
3.12 Major Industry Divisions: Informal Sector .....	17
3.13 Major Occupational Groups: Informal Sector .....	19
Average Monthly Wages & Annual Income .....	20
4.1 Average Monthly Wages- Province wise .....	20
4.2 Major Industry Divisions: Wages.....	21
4.3 Major Occupation Group: Wages.....	22
4.4 Major Industry Division: Self-employed Income.....	22
Sustainable development Goals (SDGs) .....	24
5.1 Indicator: - 4.3.1 Participation Rate of Youth and Adults in informal and Informal Education and Training in the previous 12 Months by Sex.....	24
5.2 Indicator: 5.5.2 Proportion of women in Managerial Positions .....	24
5.3 Indicator: - 8.3.1 Proportion of Informal Employment in total Employment by Sector and Sex .....	24
5.4 Indicator: - 8.5.1 Average Hourly Earnings of Employees by Sex, Age, Occupation and persons with Disabilities .....	26
5.5 Indicator: - 8.5.2 Unemployment Rate by Sex, Age and Persons with Disabilities .....	29
5.6 Indicator: 8.8.1: Non-fatal occupational injuries per 100'000 workers, by sex and migrant status.....	30
5.7 Indicator: - 9.2.2 Manufacturing Employment as a proportion of total employment.....	31

## Introduction

### 1.1 Background

Pakistan Bureau of Statistics has been carrying out Labour Force Survey (LFS) since 1963. The questionnaire and methodology of the survey have been undergoing pertinent improvements through the forum of “Panel on Labour Statistics” comprising all important stakeholders to keep current with best practices. The questionnaire was revised in 1990 to include probing questions on marginal economic activities, likely to be carried out mostly by women and tend to go unrecorded with conventional questions. The questionnaire was further improved in 1995 to reckon with the size and composition of migration and informal sector. The scope of the survey was extended in 2001-02 to take the stock of occupational safety and health of employed persons. The questionnaire was further articulated for undertaking 1<sup>st</sup> quarterly LFS 2005-06. This practice has since been continuing. Last meeting of the Panel was held to review the questionnaire and methodology of the LFS 2020-21 and included disability module and labour underutilization questions.

This report presents annual results of LFS 2020-21. The survey’s sample size comprises of 99,904 households divided up into four distinct quarterly representatives at National level with urban rural breakdown.

### 1.2 Objectives

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

- To collect data on the socio-demographic characteristics of the total population i.e. age, sex, marital status, level of education, current enrolment and migration etc;
- To acquire current information on the dimensions of national labour force; i.e. number of persons employed, unemployed, and underemployed or out of labour market;
- To gather descriptive facts on the engagement in major occupational trades and the nature of work undertaken by the institutions/organizations;
- To profile statistics on employment status of the individuals, i.e. whether they are employers, own account workers, contributing family workers or paid employees (regular/casual);
- To classify non-agricultural enterprises employing household member(s) as formal and informal;
- To quantify the hours worked at main/subsidiary occupations;
- To provide data on wages and mode of payment for paid employees;
- To make an assessment of occupational health and safety of employed persons by causes, type of treatment, conditions that caused the accident/injury and time of recovery; and
- To collect data on the characteristics of unemployed persons i.e. age, sex, level of education, previous experience if any, occupation, industry, employment status related to previous job, waiting time invested in the quest for work, their availability for work and expectations for future employment.

## Sample Design

### 2.1 Sampling Plan

**2.1.1 Universe:** The universe for Labour Force Survey consists of all urban and rural areas of the four provinces of Pakistan and Islamabad excluding military restricted areas. The population of excluded areas constitutes about 1% of the total population.

### 2.2 Sample Design

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

### 2.3 Sampling Frame

Pakistan Bureau of Statistics (PBS) has developed its own sampling frame for both urban and rural domains. Each city/town is divided into enumeration blocks. Each enumeration block is comprised of 200 to 250 households on the average with well-defined boundaries and maps. The frame used in this survey was the most recent frame, which is updated through Population and Housing Census 2017.

### 2.4 Stratification Plan

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

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

### 2.5 Selection of primary sampling units (PSUs)

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

### 2.6 Selection of secondary sampling units (SSUs)

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

### 2.7 Sample Size and Its Allocation

A sample of 99,904 households is considered appropriate to provide reliable estimates of key labour force characteristics at National/Provincial level with Urban and Rural breakup. The entire sample of households (SSUs) is drawn from 6808 Primary Sampling Units (PSUs) out of which 4552 are rural and 2256 are urban. The overall sample has been distributed evenly over four quarters independently. The distribution of sample PSUs and SSUs in the urban and rural domains of the four provinces is as under: -

### SAMPLE SIZE AND ITS ALLOCATION

(Nos.)

Province/Area	Sample Enumeration Blocks/ Villages (PSUs)			Sample Households (SSUs)		
	Rural	Urban	Total	Rural	Urban	Total
Khyber Pakhtunkhwa	976	180	1156	15616	2160	17776
Punjab	2004	936	2940	32064	11232	43296
Sindh	872	948	1820	13952	11376	25328
Balochistan	700	192	892	11200	2304	13504
<b>Pakistan</b>	<b>4552</b>	<b>2256</b>	<b>6808</b>	<b>72832</b>	<b>27072</b>	<b>99904</b>

### 2.8 Coverage

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

All sample enumeration blocks in urban areas and mouzas/dehs/villages in rural areas were enumerated except 3462 households, which were not covered due to non-contact or refusal cases in urban and rural areas. However, the number of sample households (96,442) enumerated as compared to total sample size (99,904) is high as response rate is (96.53%). Province-wise detail of dropped sample areas (PSUs) are shown as under:

Province/Area	Sample Enumeration Blocks/ Villages (PSUs)			Sample Households (SSUs)		
	Rural	Urban	Total	Rural	Urban	Total
Khyber Pakhtunkhwa	14	2	16	424	90	514
Punjab	-	-	-	362	390	752
Sindh	-	-	-	137	700	837
Balochistan	32	5	37	1120	239	1359
<b>Pakistan</b>	<b>46</b>	<b>7</b>	<b>53</b>	<b>2043</b>	<b>1419</b>	<b>3462</b>

## Economic Activities and the Labour Force

This chapter covers data on the working-age population, current economic activity status and labour force participation aged 10 years and above. The economically active population (or labour force) encompasses all persons employed and all those who are unemployed. People are classified as employed, unemployed or outside the labour force according to definitions of the International Labour Organization (ILO). The activity rate is the share of the population that is economically active. The estimates reported here are based on the Labour Force Survey (LFS) 2020-21 at districts level. Respondents are classified as employed, unemployed and outside the labour force based on information collected through Tablets.

### 3.1 Labour Force Participation Rates: Crude

The labour force participation rate (Crude) is defined as the number of persons in the labour force, given as a percentage of the total population.

$$\text{LFPR (Crude)} = \frac{\text{Total Labour Force (Employed + Unemployed)}}{\text{Total Population}} \times 100$$

As shown in table 3.1, *Crude participation rate* (32.3%) in 2020-21 is on the upper side than that of (32.1%) in LFS 2018-19. Participation rate for males (48.1%, 48.4%) slightly increase while level in the case of females (15.5%, 15.5%) Participation rate in rural areas (33.9%, 34.1%) show a minute increase while level in the urban areas (28.9%, 28.9%) during comparative periods. Participation rates in KP (26.4%, 27.6%), Sindh (30.5%, 30.9%) and Balochistan (26.8%, 27.2%) curves up while same in Punjab (34.9%, 34.9%) during the comparative period. See Table-3.1 (Figure-3.1).

**Table 3.1: Crude Activity (Participation) Rates - Pakistan and Provinces**

(%)

Province/Area	2018-19			2020-21		
	Total	Male	Female	Total	Male	Female
Pakistan	32.1	48.1	15.5	32.3	48.4	15.5
KP	26.4	42.4	10.6	27.6	43.8	11.1
Punjab	34.9	50.3	19.6	34.9	50.1	19.5
Sindh	30.5	48.5	10.5	30.9	49.1	10.8
Balochistan	26.8	42.1	8.2	27.2	43.6	8.0

**Figure-3.1: Crude Activity (Participation) Rates by Sex for Pakistan, Rural and Urban**

### 3.2 Labour Force Participation Rates: Refined

The labour force participation rate (LFPR) is defined as the number of persons in the labour force, given as a percentage of the working-age population. The labour force participation rate provides information about the relative size of the labour supply currently available for the production of goods and services. It is an important indicator for economic growth and is also used to monitor progress in the labour market. LFPR is defined as the number of

persons in the labour force (employed + unemployed) expressed as a percentage of the total working age population.

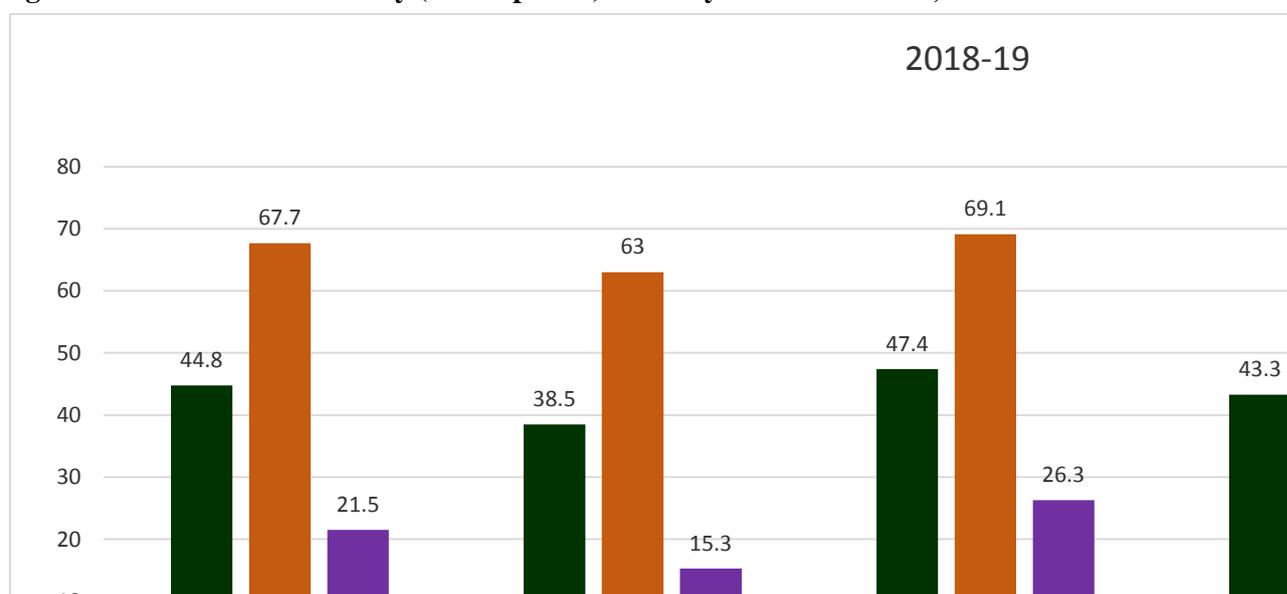
$$\text{LFPR} = \frac{\text{Total Labour Force (Employed + Unemployed)}}{\text{Working Age Population (10 Years and Over)}} \times 100$$

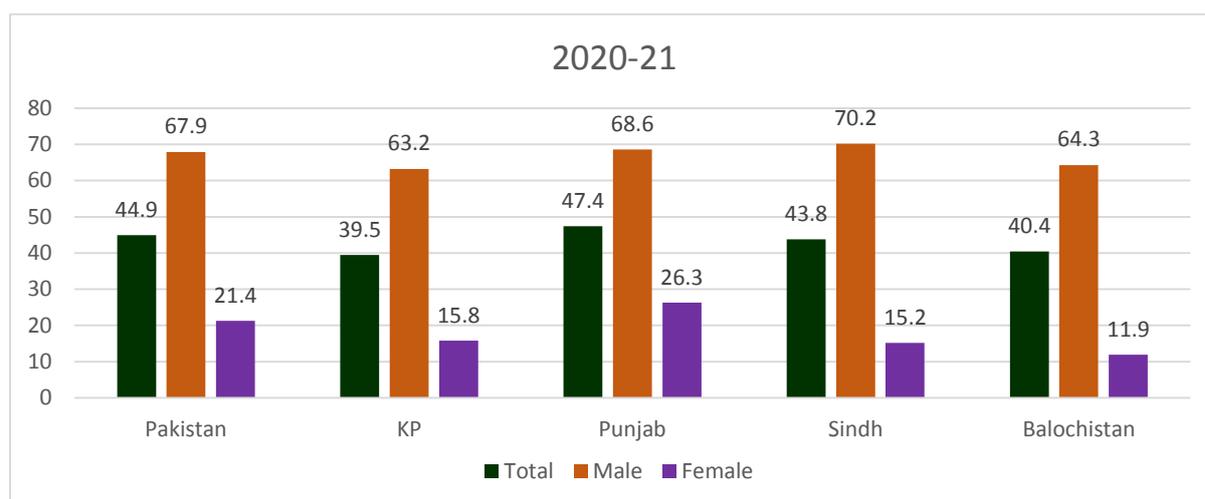
The refined activity rate (44.8%, 44.9%) increases marginally during the comparative period. Sex disaggregated rates suggest decrease in the case of females (21.5%, 21.4%) while marginal increase is observed in case of males (67.7%, 67.9%). Similar scenario of change is obtained in rural areas (48.7%, 48.6%) and urban (38.6%, 38.8%). Participation Rate in KP (38.5%, 39.5%) and Sindh (43.3%, 43.8%) goes up while goes down in Balochistan (40.8%, 40.4%). In Punjab the rate is same (47.4%, 47.4%) during the comparative period. See table-3.2 (figure-3.2).

**Table 3.2: Refined Activity (Participation) Rates - Pakistan and Provinces**

Province/Area	2018-19			2020-21		
	Total	Male	Female	Total	Male	Female
Pakistan	44.8	67.7	21.5	44.9	67.9	21.4
KP	38.5	63.0	15.3	39.5	63.2	15.8
Punjab	47.4	69.1	26.3	47.4	68.6	26.3
Sindh	43.3	68.5	15.0	43.8	70.2	15.2
Balochistan	40.8	62.8	12.8	40.4	64.3	11.9

**Figure-3.2: Refined Activity (Participation) Rates by Sex for Pakistan, Rural and Urban**





### 3.3 Labour Force Participation Rates: Age Specific

Table-3.3 presents comparative picture of age specific participation rates (ASPRs). As expected, the age intervals between twenties and fifties (20-59) mark the most productive period of life. The comparative size of gender disparity, though, considerable in all age intervals, has generally been widened in time span. As for change during the comparative periods, ASPRs of age group (10-14) decline while increase is observed in the Age Specific Participation Rates (ASPRs) of the age groupings (15-44). In the age group fifties & over, decline is observed in the ASPRs during the comparative period.

**Table 3.3: Age Specific Activity (Participation) Rates - By Sex for Pakistan**

Age Groups	2018-19			2020-21		
	Total	Male	Female	Total	Male	Female
10 – 14	7.3	8.8	5.6	4.9	5.4	4.3
15 – 19	31.9	45.0	17.2	33.1	47.9	16.7
20 – 24	53.1	81.2	26.8	56.3	86.0	27.7
25 – 29	59.2	97.4	27.6	60.6	96.5	29.2
30 – 34	60.2	99.4	26.7	61.3	98.9	27.8
35 – 39	62.8	99.5	28.8	63.4	98.3	29.4
40 – 44	64.7	99.3	29.7	64.8	98.8	30.2
45 – 49	65.3	99.5	30.8	64.9	98.2	31.2
50 – 54	65.4	98.8	28.8	60.7	93.7	26.1
55 -59	62.0	94.8	24.4	51.7	84.2	18.1
60 +	30.8	48.6	8.9	27.3	43.0	7.6

### 3.4 Labour Force-Absolute Numbers

The labour force increased from 68.75 million in 2018-19 to 71.76 million in 2020-21. This shows increase of 1.51 million per annum. The volume of employed persons increased (3.22 million) from 64.03 million in 2018-19 to 67.25 million in 2020-21. This shows 1.61 million people are added in labour force per annum. The volume of unemployed person decreases by 0.20 million from 4.71 million in 2018-19 to 4.51 million in 2020-21.

**Table 3.4: Labour Force in Million**

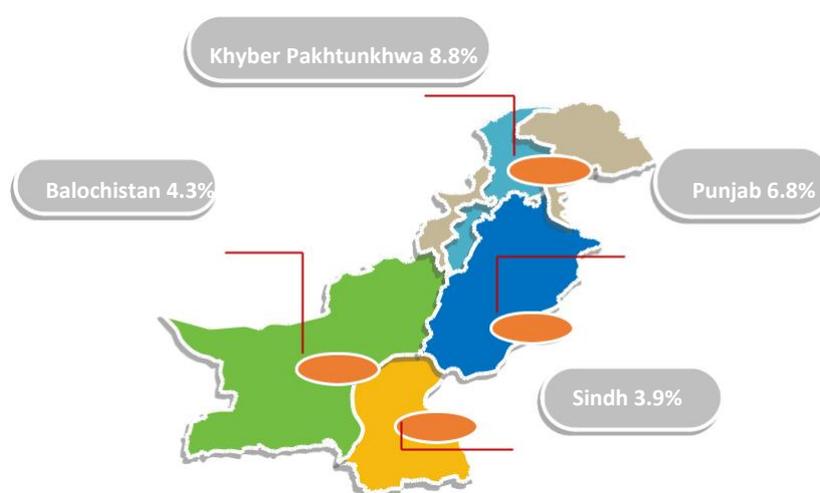
Year	Labour Force	Employed	Unemployed
2018-19	68.75	64.04	4.71
2020-21	71.76	67.25	4.51

### 3.5 Unemployment rate

The unemployment rate is defined as the percentage of unemployed persons in the labour force. PBS has defined the unemployment rate (also known as the level of unemployment) as the number of unemployed persons expressed as a percentage of the total labour force.

$$\text{Unemployment Rate} = (\text{Unemployed Population} / \text{Labour Force}) \times 100$$

**Figure-3.5: Unemployment Rates - By Provinces**



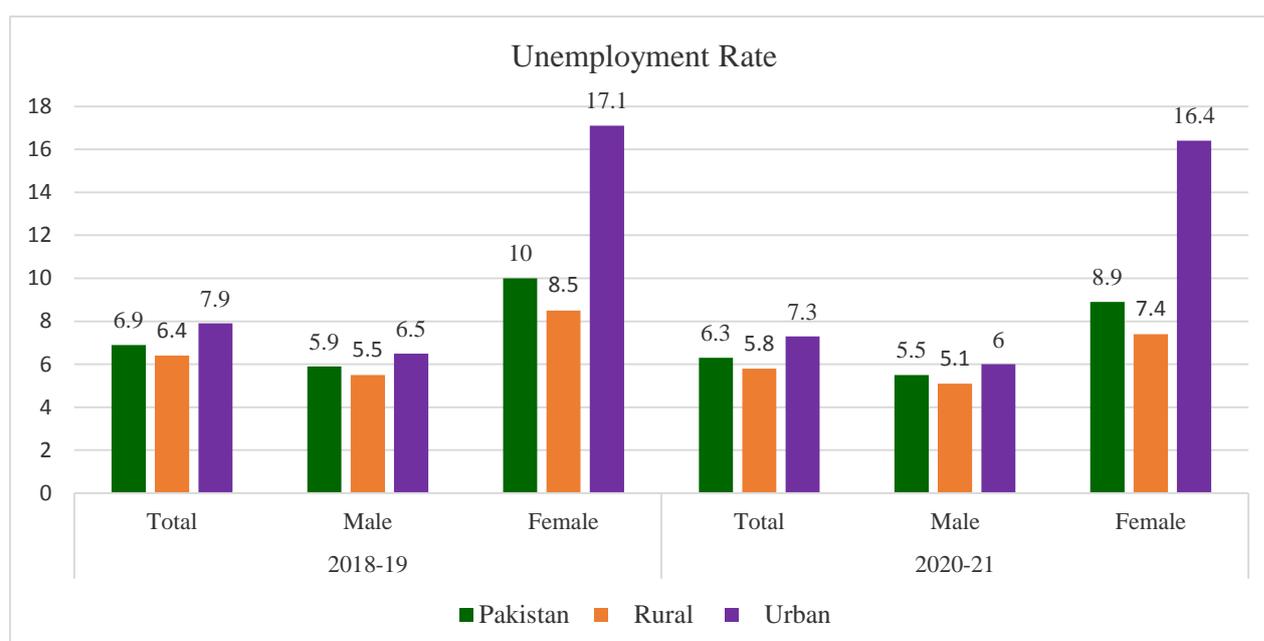
### 3.5.1 Unemployment Rates: Overall

As shown in Table-3.5.1 **unemployment rate** goes down from (6.9%) in 2018-19 to (6.3%) in the LFS 2020-21. Decrease is observed both in case of males (5.9%, 5.5%) and females (10.0%, 8.9%); however, decline in the unemployment rate of females is more pronounced than that of males during the period. Area- wise disaggregated figures indicate that unemployment rate goes down both in urban (7.9%, 7.3%) and in rural areas (6.4%, 5.8%). Comparative figures suggest significant decrease in rural males (5.5%, 5.1%) and females (8.5%, 7.4%) and in urban male (6.5%, 6.0%) and urban females (17.1%, 16.4%). See Table-3.5.1 (Figure-3.5.1).

**Table 3.5.1: Unemployment Rates - By Area and Sex**

Area/Sex	2018-19			2020-21		
	Total	Male	Female	Total	Male	Female
<b>Pakistan</b>	<b>6.9</b>	<b>5.9</b>	<b>10.0</b>	<b>6.3</b>	<b>5.5</b>	<b>8.9</b>
Rural	6.4	5.5	8.5	5.8	5.1	7.4
Urban	7.9	6.5	17.1	7.3	6.0	16.4

**Figure 3.5.1: Unemployment Rates - By Area and Sex**



### 3.6 Time Related underemployment

The time-related underemployment rate is defined as the percentage of employed persons who worked less than 35 hours during the reference period and were willing and available to work more hours than what they actually worked. It includes all employed persons whose working time in all jobs is “insufficient in relation to an alternative employment situation in which the person is willing and available to engage”.

#### 3.6.1 Underemployment Rates: Time-related

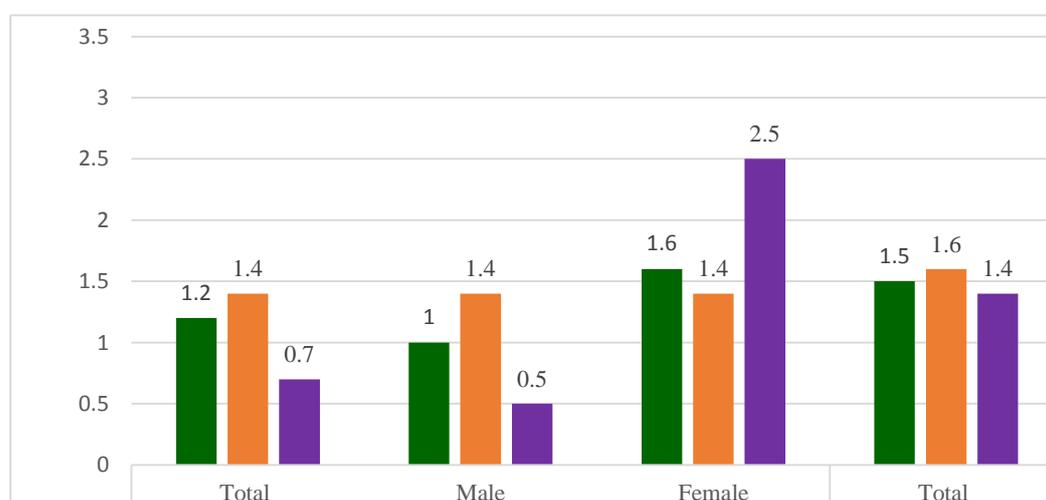
Underemployment rate goes up from (1.2%) in 2018-19 to (1.5%) in 2020-21 equivalently for females (1.6%, 1.9%) and males (1.4%, 1.6%). The same scenario is obtained in rural (1.4%, 1.6%) and urban areas (0.7%, 1.4%). Underemployment rate signifies increasing latitude to make alternative option to multiple jobs in order to help handle with the cost of living. Main reason of increase of underemployment rate is prevalence of COVID-19 and smart lock down during the survey period 2020-21. See table-3.6.1 (Figure 3.6.1).

**Table 3.6.1: Underemployment (Time-Related) Rates of Pakistan- By Area and Gender**

Areas	2018-19			2020-21		
	Total	Male	Female	Total	Male	Female
<b>Pakistan</b>	<b>1.2</b>	<b>1.0</b>	<b>1.6</b>	<b>1.5</b>	<b>1.4</b>	<b>1.9</b>
Rural	1.4	1.4	1.4	1.6	1.6	1.7
Urban	0.7	0.5	2.5	1.4	1.1	3.2

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

**Figure 3.6.1: Underemployment (Time-Related) Rates of Pakistan- By Area and Gender**



### 3.7 Employment to Population Ratio

The Employment to Population Ratio is defined as, number of employed persons expressed as a percentage of working age population (10 Years & over).

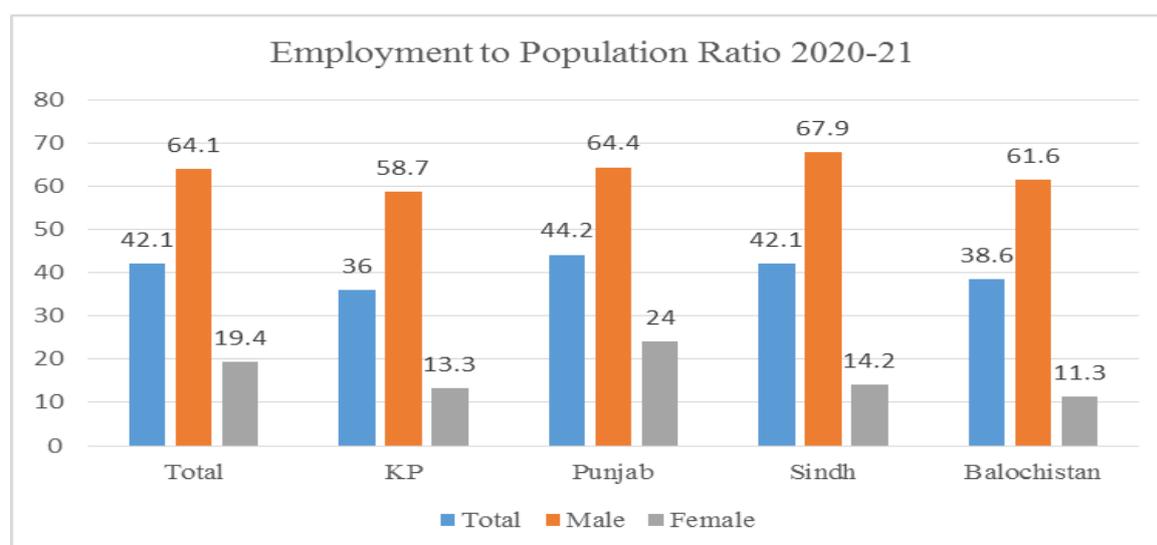
$$\text{Employment to Population Ratio} = (\text{Employed Population} / \text{Working Age Population}) \times 100$$

As shown in table 3.4, overall employment to Population ratio is (42.1%), more in case of male (64.1%) than female (19.4%). The provinces make the same pattern, high for male than female as shown in table.

**Table 3.7 Employment to Population Ratio**

Provinces/Sex	2020-21		
	Total	Male	Female
<b>Total</b>	<b>42.1</b>	<b>64.1</b>	<b>19.4</b>
KP	36.0	58.7	13.3
Punjab	44.2	64.4	24.0
Sindh	42.1	67.9	14.2
Balochistan	38.6	61.6	11.3

**Figure-3.7: Employment to Population Ratio**



### 3.8 Employed: Major Industry Division

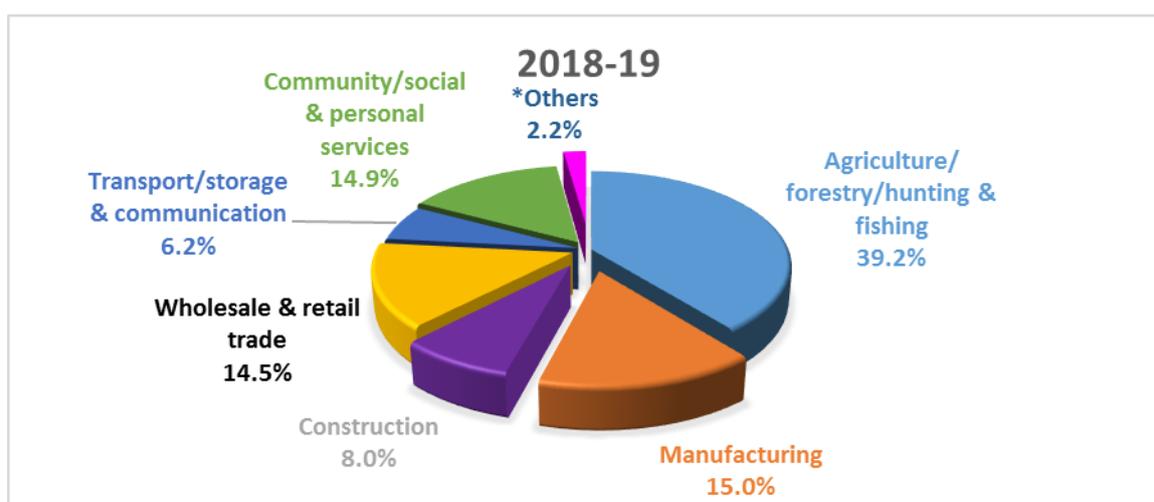
The comparative surveys estimates indicate changes in the employment shares. Decrease is observed in *agriculture/forestry/hunting & fishing* (39.2%, 37.4%), *wholesale & retail trade* (14.5%, 14.4%) and other category (2.2%, 1.5%) while significant increase is noted in *construction* (8.0%, 9.5%) and *Community/social & personal services* (14.9%, 16.0%). *Manufacturing* (15.0%, 14.9%) and *transport storage & communication* (6.2%, 6.2%) remain stagnant during the comparative periods. See Table-3.8 (Figure-3.8).

**Table 3.8: Employed - Distribution by Major Industry Divisions**

Major Industry Divisions	2018-19			2020-21		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture/ forestry/hunting & fishing	39.2	30.8	69.8	37.4	28.4	67.9
Manufacturing	15.0	15.5	13.4	14.9	15.1	14.2
Construction	8.0	10.3	0.3	9.5	12.2	0.4
Wholesale & retail trade	14.5	18.5	1.2	14.4	18.3	1.2
Transport/storage & communication	6.2	8.0	0.1	6.2	8.0	0.2
Community/social & personal services	14.9	14.2	14.9	16.0	16.1	15.8
*Others	2.2	2.7	0.3	1.5	1.9	0.3

\* Others (includes mining & quarrying, electricity, gas & water supply, Financial and insurance activities,)

**Figure 3.8: Employed - Distribution by Major Industry Divisions**





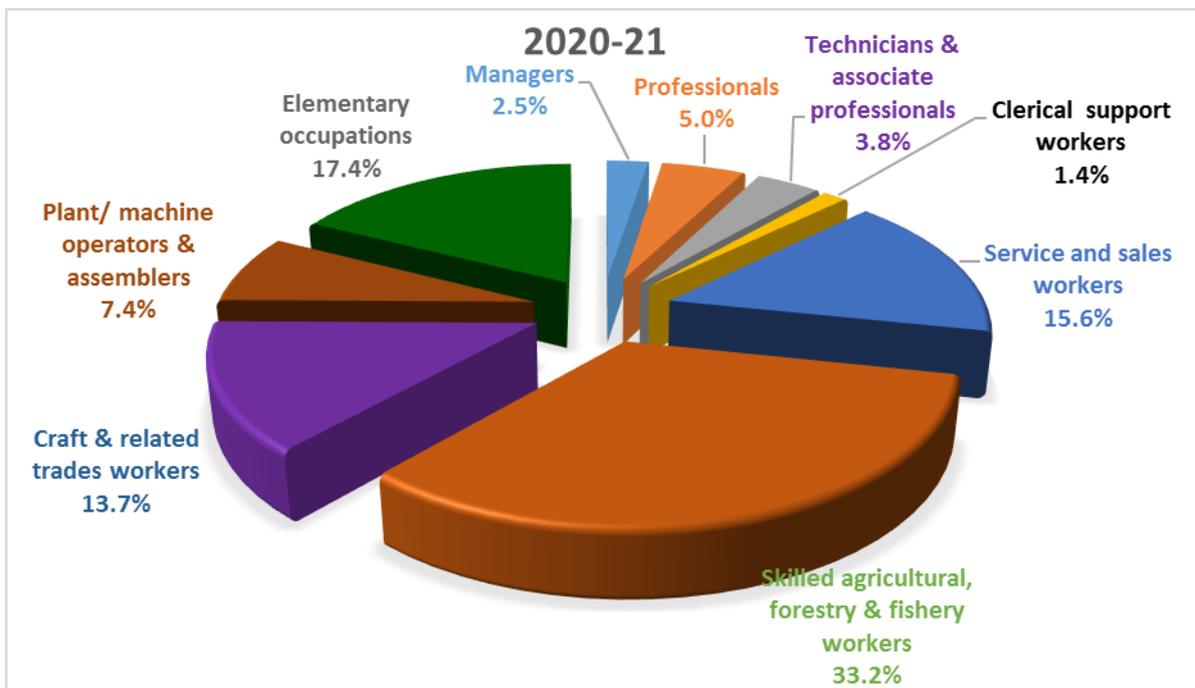
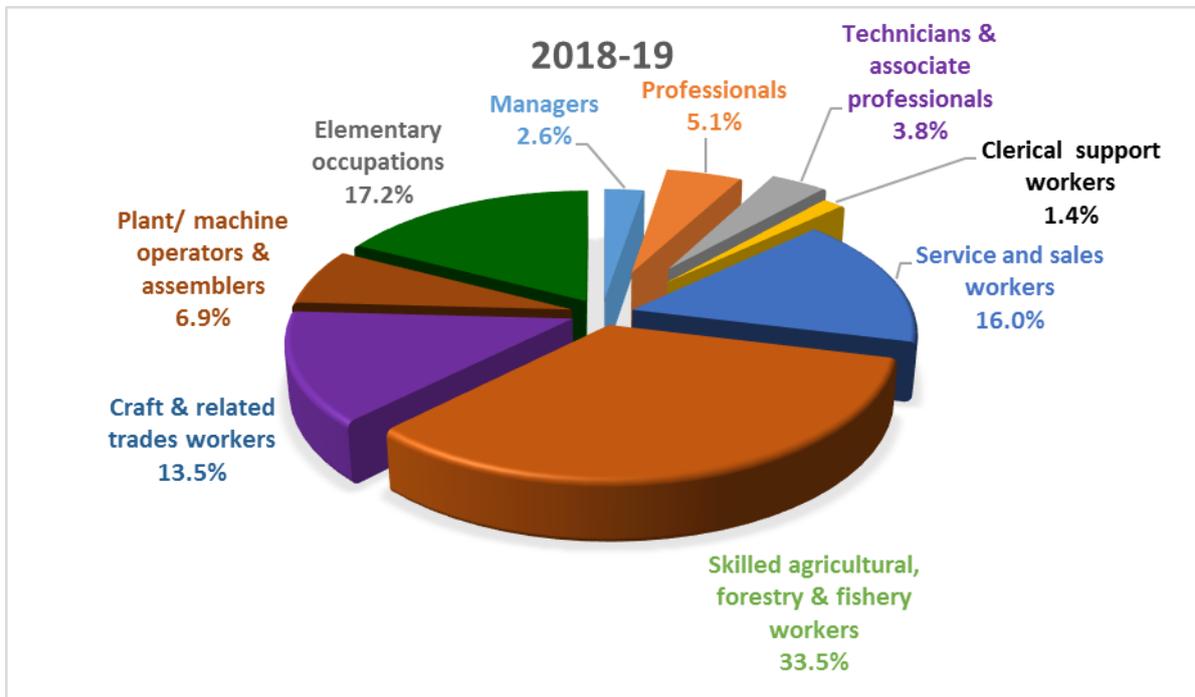
### 3.9 Employed: Major Occupational Groups

Skilled agricultural, forestry & fishery workers constitute the largest group (33.2%) of the total employed in 2020-21 followed by elementary occupations (17.4%), service and sales workers (15.6%), craft & related trades workers (13.7%), plant/machine operators & assemblers (7.4%), professionals (5.0%), technicians & associate professionals (3.8%), managers (2.5%) and clerical support workers (1.4%). See table-3.9 (Figure-3.9).

**Table 3.9: Employed – Distribution by Major Occupational Groups**

Major Occupational Groups	2018-19			2020-21		
	Total	Male	Female	Total	Male	Female
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Managers	2.6	3.2	0.5	2.5	3.0	0.6
Professionals	5.1	4.4	7.5	5.0	4.0	8.5
Technicians & associate professionals	3.8	4.4	1.6	3.8	4.4	1.7
Clerical support workers	1.4	1.7	0.2	1.4	1.8	0.3
Service and sales workers	16.0	20.1	2.1	15.6	19.6	2.1
Skilled agricultural, forestry & fishery workers	33.5	25.4	60.8	33.2	25.2	60.5
Craft & related trades workers	13.5	13.9	11.9	13.7	14.1	12.3
Plant/ machine operators & assemblers	6.9	8.9	0.2	7.4	9.5	0.4
Elementary occupations	17.2	17.9	15.2	17.4	18.5	13.7

Figure-3.9: Employed Persons: Major Occupational Groups



### 3.10 Employed: Employment Status

*Employees* constitute the largest group (42.0%) followed by *own account workers* (35.5%), *contributing family workers* (21.1%) and *employers* (1.4%). More than one-half females workers toil as *contributing family workers* (55.9%) while more than eight out of ten males are *own account workers* (40.4%) or *employees* (47.0%). As for change during the comparative periods, share of *employees* (39.8%, 42.0%) jumps up while *own account workers* (35.8%, 35.5%), *contributing family workers* (22.9%, 21.1%) goes down and share of *employers* (1.5%, 1.4%) approximates the same. See Table-3.10 (Figure-3.10).

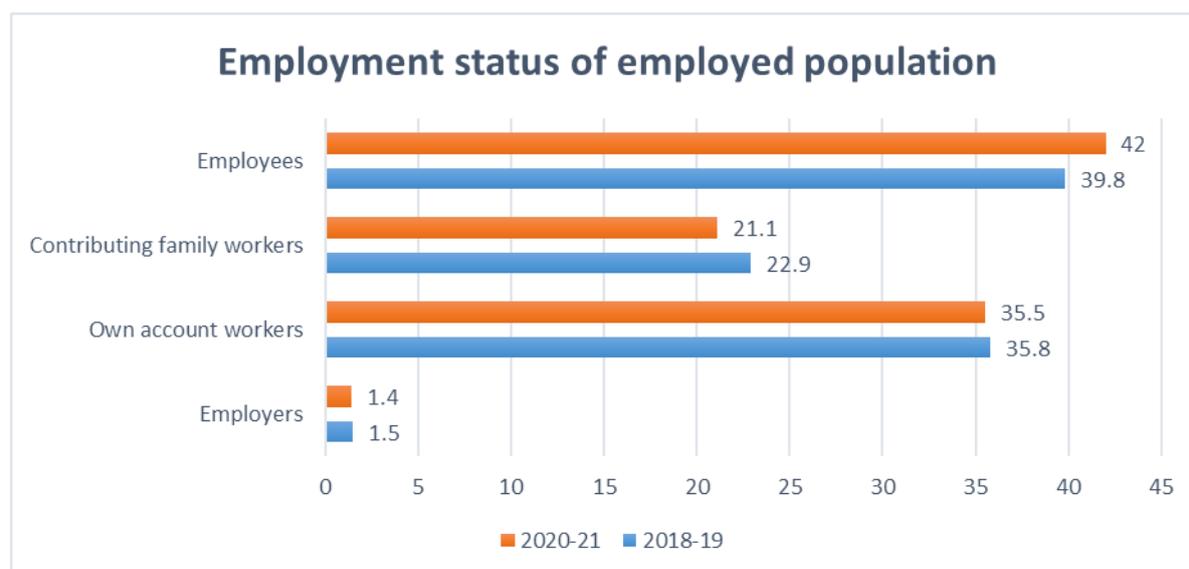
**Table 3.10: Employed - Distribution by Employment Status and Sex**

(%)

Employment Status	2018-19			2020-21		
	Total	Male	Female	Total	Male	Female
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Employers	1.5	1.9	0.1	1.4	1.8	0.1
Own account workers	35.8	40.2	21.2	35.5	40.4	19.0
Contributing family workers	22.9	12.8	56.9	21.1	10.8	55.9
Employees	39.8	45.1	21.8	42.0	47.0	25.0

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

**Figure 3.10: Employed - Distribution by Employment Status**



### 3.11 Employed: Informal Sector

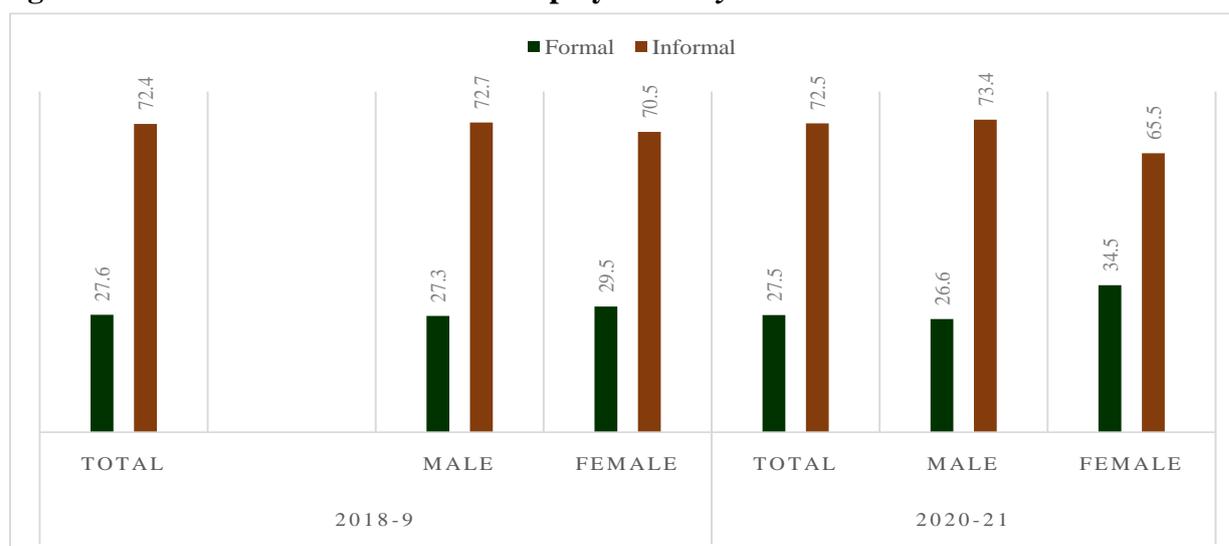
As shown in Table 3.11, **informal sector** accounts for more than 70% of non-agricultural employment, more in rural (76.2%) than urban areas (68.5%). On the other hand, **formal sector** activities are concentrated more in urban areas (31.5%) than in rural areas (23.8%). Share of females in comparison with respective share of males is more visible in both urban formal (42.1%) and rural formal (28.9%) while, share of males is more prominent in rural informal (77.0%) and urban informal (69.7%). Shares of male in formal sector goes down while share of females waxes up in the same sector. In the informal sector, employment share of male goes up while in case of females goes down during the comparative periods. See Table-3.11 (Figure-3.11).

**Table 3.11: Formal and Informal Sectors - Distribution of Non-Agriculture Workers** (%)

Sector	2018-19			2020-21		
	Total	Male	Female	Total	Male	Female
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Formal	27.6	27.3	29.5	27.5	26.6	34.5
Informal	72.4	72.7	70.5	72.5	73.4	65.5
<b>Rural</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Formal	23.3	23.6	21.4	23.8	23.0	28.9
Informal	76.7	76.4	78.6	76.2	77.0	71.1
<b>Urban</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Formal	31.9	31.0	39.5	31.5	30.3	42.1
Informal	68.1	69.0	60.5	68.5	69.7	57.9

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

**Figure: 3.11: Formal and Informal Employment- By Sex**



### 3.12 Major Industry Divisions: Informal Sector

According to size of respective shares, the industry groupings form a descending sequence of *wholesale and retail trade* (30.6%), *manufacturing* (20.2%), *construction* (19.6%), *community, social & personal services* (17.5%) and *transport* (11.7%). The *other* category (comprising of *mining & quarrying, electricity, gas & water and finance, insurance, real estate & business services*) accounts for half percent. More female workers toil in manufacturing (58.6%) as compared to males (15.7%). More males (33.6%) are absorbed by wholesale and retail trade sector as compared to 5.4% of females while community /social & personal services sector has employed more females i.e. (34.5%) in contrast to (15.4%) of males. See Table-3.12 (Figure-3.12).

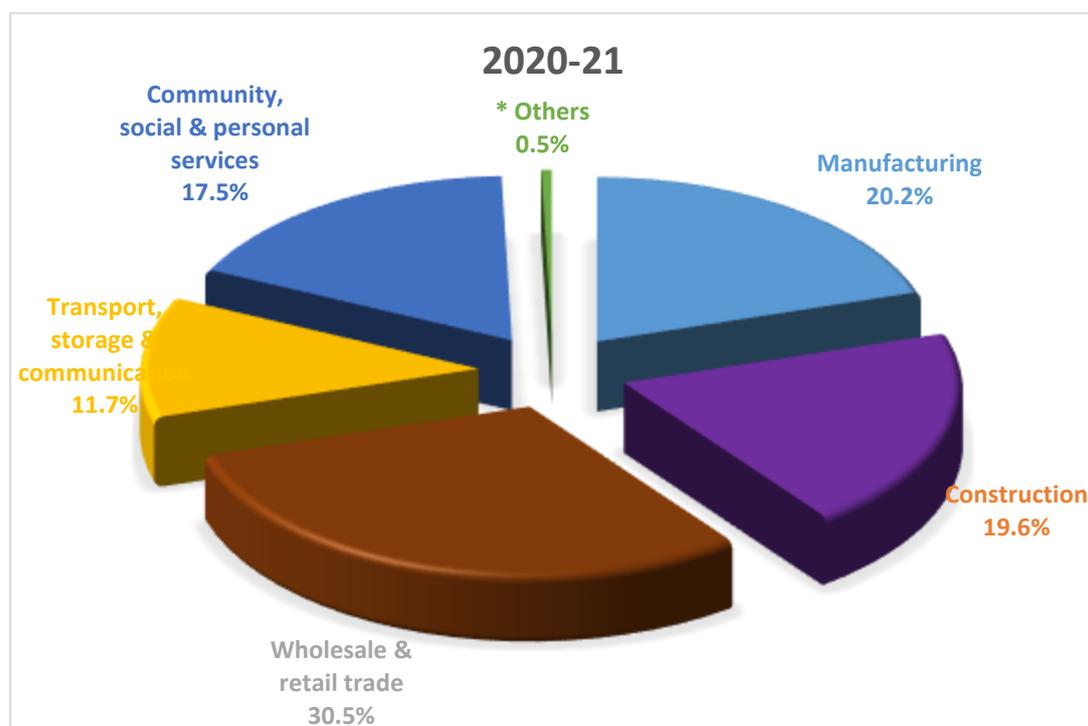
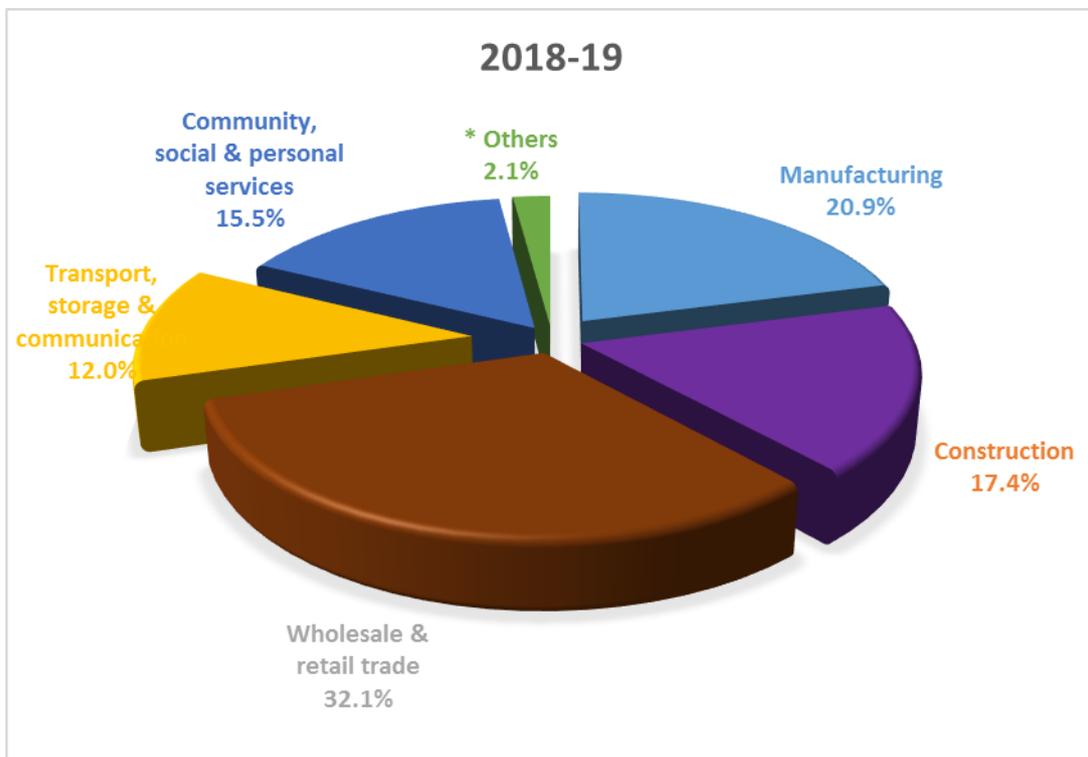
**Table 3.12: Informal Sector Workers - Distribution by Major Industry Divisions**

(%)

Major Industry Divisions	2018-19			2020-21		
	Total	Male	Female	Total	Male	Female
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Manufacturing	20.9	16.3	57.4	20.2	15.7	58.6
Construction	17.4	19.4	1.1	19.6	21.8	1.3
Wholesale & retail trade	32.1	35.4	5.5	30.6	33.6	5.4
Transport, storage & communication	12.0	13.5	0.1	11.7	13.0	0.2
Community, social & personal services	15.5	13.0	35.5	17.5	15.4	34.5
* Others	2.1	2.3	0.4	0.5	0.5	-

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

**Figure 3.12: Informal Sector Workers - By Major Industry Divisions**



### 3.13 Major Occupational Groups: Informal Sector

About (30.1%) workers are reported as *service and sales workers*, while near one-half workers are reported *craft & related trades workers* (26.5%) or *elementary occupations* (21.6%). The remaining groups make a descending sequence of *plant/machine operators & assemblers* (11.9%), *technicians & associate professionals* (3.9%), *professionals* (3.3%), *managers* (2.2%) and *skilled agricultural, forestry & fisheries* (0.1%). In *craft & related trade activities*, females' workers (56.2%) more than twice of males' workers (23.0%). In the category of *professionals*, share of females (9.8%) is also three times more than males share (2.5%). In the rest of the occupational groups' share of males are higher than females. See Table-3.13.

**Table 3.13: Informal Sector Workers - Distribution by Major Occupational Groups** (%)

Major Occupational Groups	2018-19			2020-21		
	Total	Male	Female	Total	Male	Female
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Managers	2.8	3.1	0.4	2.2	2.4	0.5
Professionals	3.4	2.7	9.4	3.3	2.5	9.8
Technicians & associate professionals	3.7	4.0	1.2	3.9	4.2	1.4
Clerical support workers	0.4	0.4	0.0	0.4	0.5	0.1
Service and sales workers	31.5	34.4	8.9	30.1	32.6	8.5
Skilled agricultural, forestry & fishery workers	0.1	0.1	-	0.1	0.1	-
Craft & related trades workers	27.5	24.0	55.3	26.5	23.0	56.2
Plant/ machine operators & assemblers	11.5	12.8	0.8	11.9	13.2	1.1
Elementary occupations	19.1	18.5	24.0	21.6	21.5	22.4

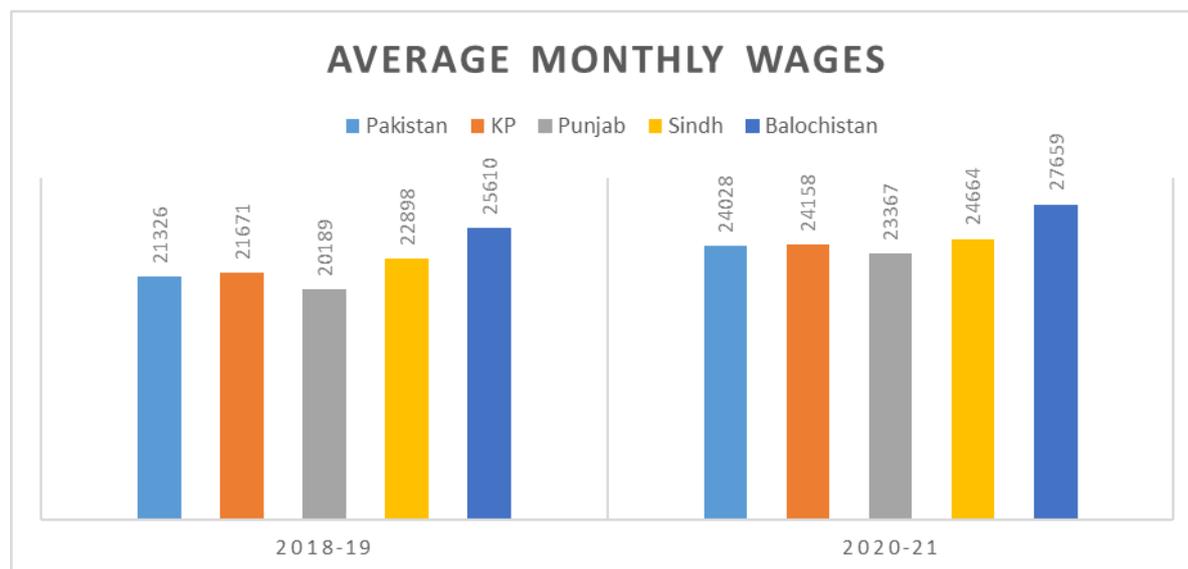
## Average Monthly Wages & Annual Income

### 4.1 Average Monthly Wages- Province wise

As shown in table 4.1, the wages increases in all provinces. The pattern of increase in all provinces is almost the same in all provinces and national level.

Provinces	2018-19	2020-21
Pakistan	21326	24028
KP	21671	24158
Punjab	20189	23367
Sindh	22898	24664
Balochistan	25610	27659

Figure 4.1: Average Monthly Wages-Province wise



## 4.2 Major Industry Divisions: Wages

Generally, size of wages seems to be higher in tertiary activities followed by secondary and primary assignments. The size of wages also appears to be influenced positively by the element of white-collar-ness of an industry/division. The gender differential in wages seems to be influenced by the gender composition of group. The nominal wage is trending up during the comparative period. Since females constitute much lower proportion of wage earners, a sort of anomalous position in their case is observed in certain categories, which may be attributed to sampling effect and consequential scariness of response. See Table-4.2.

**Table 4.2: Average Monthly Wages of Employees by Major Industry Divisions**

(Rs)

Major Industry Divisions	2018-19			2020-21		
	Total	Male	Female	Total	Male	Female
<b>Total</b>	<b>21326</b>	<b>22172</b>	<b>15461</b>	<b>24028</b>	<b>24643</b>	<b>20117</b>
Agriculture, forestry, hunting and fishing	11228	12739	7556	13173	14774	9419
Mining & quarrying	27669	27669	-	29924	29569	-
Manufacturing	19689	21319	7939	21979	23313	14238
Electricity, gas and water	32900	32926	31430	32554	32851	22524
Construction	15234	15242	15226	18922	18933	17239
Wholesale & retail trade and restaurants & hotels	15464	15465	15174	18370	18384	16471
Transport, storage and communication	22920	22707	46276	25407	25041	56506
Financing, insurance, real estate and business services	45258	45940	31737	53658	55615	38029
Community, social and personal services	28827	31995	21330	33009	36058	25307

### 4.3 Major Occupation Group: Wages

During the comparative periods, nominal wages seem to be trending up. See Table-4.3.

**Table 4.3: Average Monthly Wages of Employees by Major Occupational Groups**

(Rs)

Major Occupational Groups	2018-19			2020-21		
	Total	Male	Female	Total	Male	Female
<b>Total</b>	<b>21326</b>	<b>22172</b>	<b>15461</b>	<b>24028</b>	<b>24643</b>	<b>20117</b>
Managers	64606	65592	52953	68214	68935	61112
Professionals	36514	42315	25663	41815	47597	33236
Technicians & associate professionals	30010	30838	24622	33555	34394	28362
Clerical support workers	29878	30100	24078	34259	34329	32721
Service and sales workers	18103	18186	14054	20767	20868	17650
Skilled agricultural, forestry & fishery workers	17342	17456	3360	24917	24948	14036
Craft & related trades workers	17466	19199	5773	20090	21708	10554
Plant/ machine operators & assemblers	19260	19336	11745	21721	21742	19980
Elementary occupations	14274	15257	8199	16238	17241	10170

### 4.4 Major Industry Division: Self-employed Income

As shown in table 14, size of annual income of self-employed persons seem to be higher in tertiary activities followed by secondary and primary assignments. The size of annual income also appears to be influenced positively by the element of white-collar ness of an industry/division. The gender differential in income seems to be influenced by the gender composition of group. Since females constitute much lower proportion of earners, a sort of anomalous position in their case is observed in certain categories.as result of consequential scariness of response.

**Table 4.4: Average Annual Income of Self-Employed by Major Industry Divisions**

(Rs.)

Major Industry Divisions	2020-21		
	Total	Male	Female
<b>Total</b>	<b>282695</b>	<b>308665</b>	<b>88365</b>
Agriculture, forestry, hunting and fishing	246914	276007	88953
Mining & quarrying	860993	860993	-
Manufacturing	264845	346583	74155
Electricity, gas and water	205185	205527	18000
Construction	413728	413797	360000
Wholesale & retail trade and restaurants & hotels	338084	340747	130575
Transport, storage and communication	258366	258425	179754
Financing, insurance, real estate and business services	561698	561698	-
Community, social and personal services	301946	333354	121005

## Sustainable development Goals (SDGs)

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

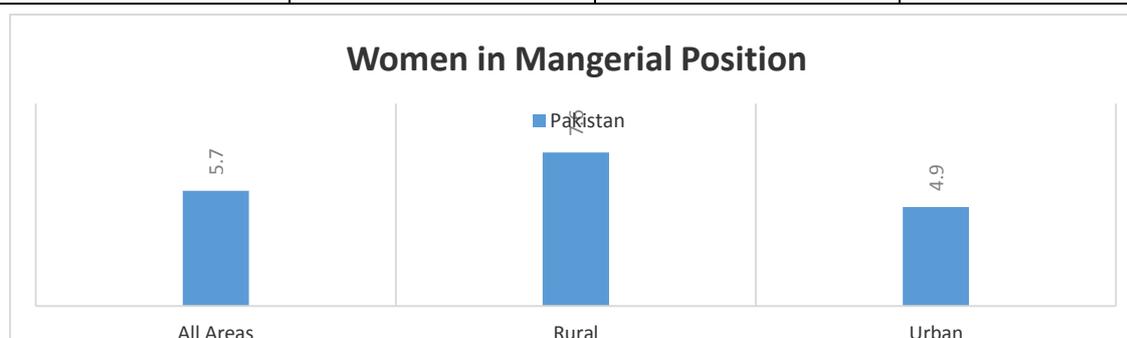
**Definition:** - The percentage of youth and adults in a given age range, 15-24 years, 25 years and over) participating in formal or non-formal education or training in a given time period (e.g. last 12 months).

4.3.1 Participation Rate of Youth and Adults in Formal & Informal Education & Training						
Province/Area	Youth (15-24 Years)			Adult (25 Years and Over)		
	Total	Male	Female	Total	Male	Female
<b>Pakistan</b>						
All Area	38.2	42.4	33.8	14.1	17.3	10.9

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

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

5.5.2 Proportion of women in Managerial Positions			
Province/Areas	All Areas	Rural	Urban
<b>Pakistan</b>	<b>5.7</b>	<b>7.6</b>	<b>4.9</b>

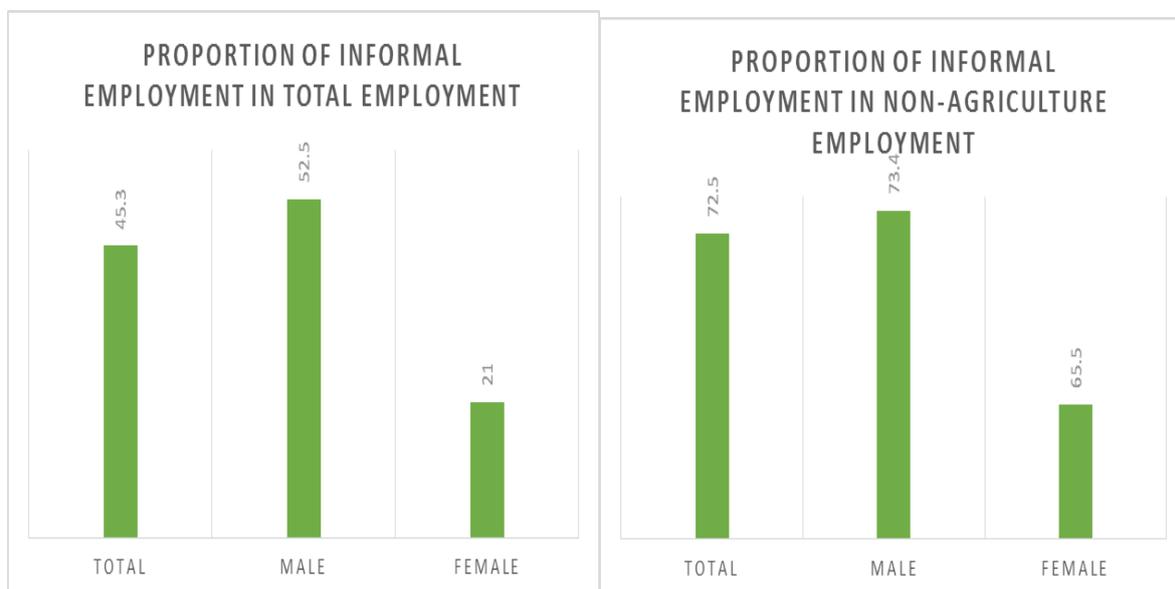


### 5.3 Indicator: - 8.3.1 Proportion of Informal Employment in total Employment by Sector and Sex

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

### 8.3.1 Proportion of Informal Employment in Total Employment and Non-Agriculture Employment

Province/Area	Proportion of Informal Employment in Total			Proportion of Informal Employment in Non-agriculture Employment		
	Total	Male	Female	Total	Male	Female
<b>Pakistan</b>						
All Area	45.3	52.5	21.0	72.5	73.4	65.5



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

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

8.5.1 Average Hourly Earnings of Employees with Disabilities by Sex, Age, Occupation (Rupees)				
Occupation/Sex	Ages	Total	Male	Female
<b>Pakistan</b>				
Total	All Ages	133	126	194
	10-14	117	125	-
	15-24	114	108	175
	25-34	134	123	297
	35-44	111	105	164
	45-54	136	136	103
	55-64	202	193	216
	65 & Over	189	176	393
Managers	All Ages	406	419	326
	10-14	-	-	-
	15-24	577	577	-
	25-34	557	557	-
	35-44	276	259	326
	45-54	399	399	-
	55-64	373	373	-
	65 & Over	-	-	-
Professionals	All Ages	268	238	377
	10-14	-	-	-
	15-24	177	103	355
	25-34	310	245	486
	35-44	152	139	234
	45-54	229	229	-
	55-64	399	399	-
	65 & Over	533	662	313

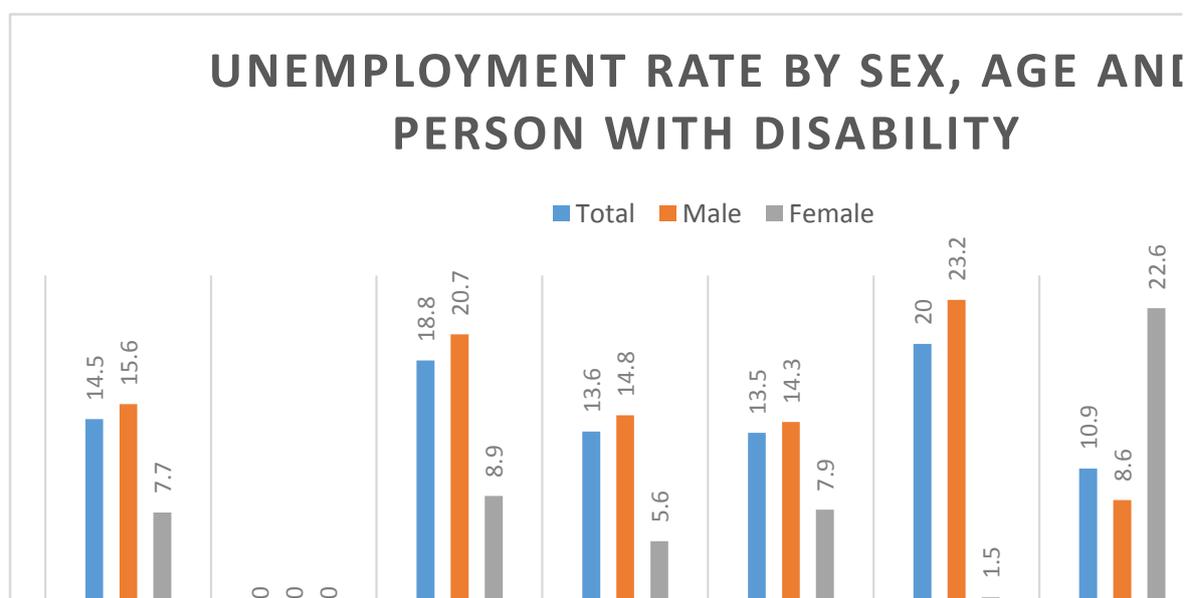
<b>8.5.1 Average Hourly Earnings of Employees by Sex, Age, Occupation and persons with Disabilities</b>				
<b>Occupation/Sex</b>	<b>Ages</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>
Technicians	All Ages	185	184	195
	10-14	-	-	-
	15-24	152	152	-
	25-34	167	167	-
	35-44	117	115	149
	45-54	225	228	209
	55-64	434	434	-
	65 & Over	254	254	-
Clerical support workers	All Ages	153	153	-
	10-14	-	-	-
	15-24	84	84	-
	25-34	168	168	-
	35-44	82	82	-
	45-54	232	232	-
	55-64	286	286	-
	65 & Over	193	193	-
Services and Sale workers	All Ages	96	98	51
	10-14	-	-	-
	15-24	88	88	-
	25-34	85	85	-
	35-44	85	93	54
	45-54	118	120	40
	55-64	126	127	-
	65 & Over	103	103	-
Skilled Agriculture & Forestry Workers	All Ages	124	116	-
	10-14	-	-	-
	15-24	119	114	-
	25-34	145	133	-
	35-44	113	107	-
	45-54	-	-	-
	55-64	-	-	-
	65 & Over	-	-	-

<b>8.5.1 Average Hourly Earnings of Employees by Sex, Age, Occupation and persons with Disabilities</b>				
<b>Occupation/Sex</b>	<b>Ages</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>
Craft and related trade workers	All Ages	118	115	95
	10-14	-	-	-
	15-24	123	106	73
	25-34	98	96	48
	35-44	113	121	82
	45-54	141	138	-
	55-64	189	188	176
	65 & Over	73	73	-
Plant and Machinery Operators	All Ages	92	91	189
	10-14	-	-	-
	15-24	87	87	-
	25-34	87	87	-
	35-44	89	89	-
	45-54	107	105	189
	55-64	89	89	-
	65 & Over	62	62	-
Elementary Occupation	All Ages	88	90	61
	10-14	132	132	-
	15-24	93	96	66
	25-34	83	86	43
	35-44	79	79	67
	45-54	80	84	61
	55-64	118	118	-
	65 & Over	78	75	90

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

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

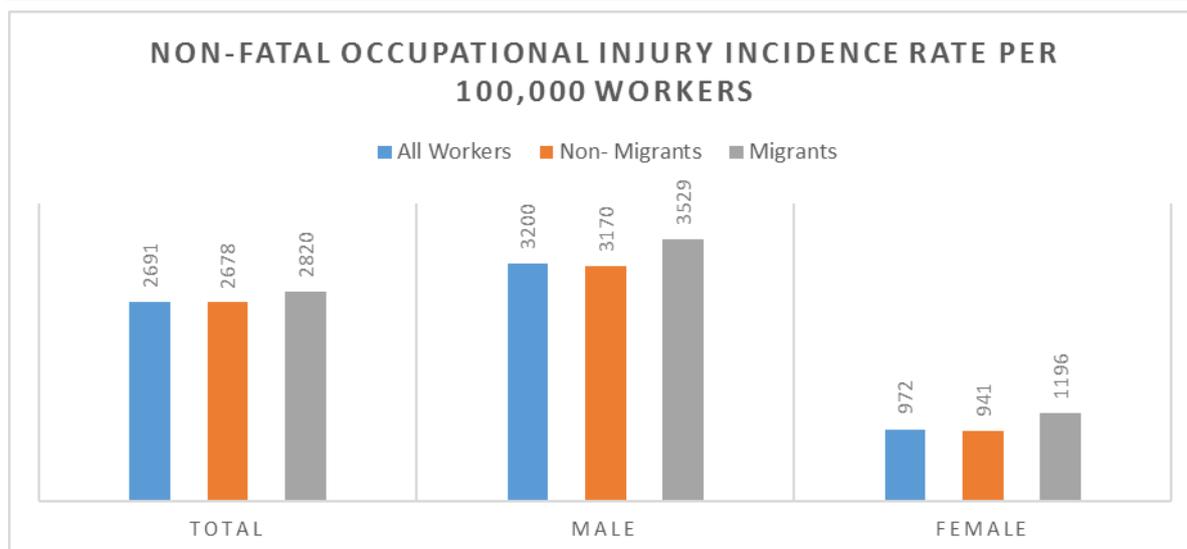
8.5.2 Unemployment Rate by Sex, Age and Person with Disability				
Region/Sex	Ages	Total	Male	Female
<b>Pakistan</b>				
All Areas	All Ages	14.5	15.6	7.7
	10-14	-	-	-
	15-24	18.8	20.7	8.9
	25-34	13.6	14.8	5.6
	35-44	13.5	14.3	7.9
	45-54	20.0	23.2	1.5
	55-64	10.9	8.6	22.6
	65 & Over	2.2	2.2	1.9



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

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

Migrant Status	8.8.1 Non-Fatal Occupational Injury incidence rate per 100,000 workers			
	Provinces	Total	Male	Female
All Workers	Pakistan	2691	3200	972
	KP	2920	3310	1192
	Punjab	3050	3924	719
	Sindh	1874	1897	1753
	Balochistan	1643	1621	1790
Non- Migrants	Pakistan	2678	3170	941
	KP	2737	3164	823
	Punjab	3062	3901	720
	Sindh	1930	1963	1754
	Balochistan	1700	1678	1839
Migrants	Pakistan	2820	3529	1196
	KP	4763	4820	4536
	Punjab	2946	4151	717
	Sindh	1145	970	1741
	Balochistan	52	58	-



### 5.7 Indicator: - 9.2.2 Manufacturing Employment as a proportion of total employment

**Definition: -** This indicator presents the share of manufacturing employment in total employment

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

Provinces	Total	Male	Female
Pakistan	14.9	15.1	14.2

