

PAKISTAN IS GROWING OLD

THE LAW MUST CATCH UP

Why Pakistan needs old-age pension reform now: **EOBI BILL 2026**

 **13+** million people in Pakistan are 60+



EOBI reaches too few workers and pays too little.




EOBI BILL 2026

THE PRESSURE IS RISING




13+
million

people in Pakistan
are 60+



More than
25
million
by 2030



6%
of the population
in 2023

Pakistan's older population is set to nearly double this decade.



TOO MANY WORKERS ARE LEFT OUT



The pension system is reaching only a **tiny share** of Pakistan's workers.



83 million labour force



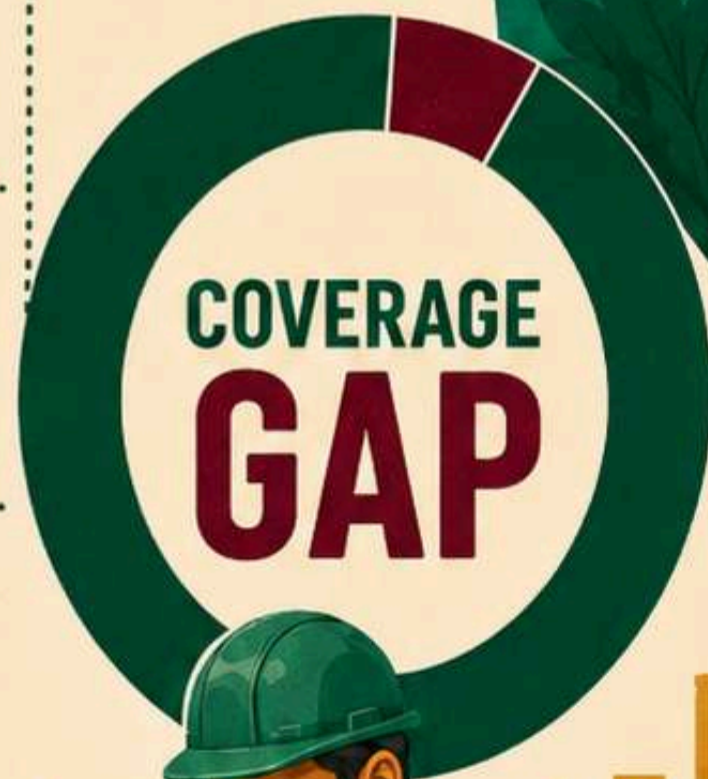
9+ million ever registered with EOBI



Fewer than **4** million actively covered



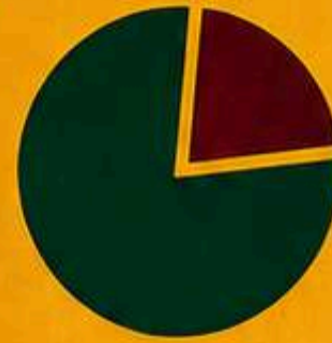
Less than **5%** of the total workforce



THE PENSION IS NOT ENOUGH

CURRENT MINIMUM EObI PENSION

PKR 11,500 / month



LESS THAN 30% OF THE MINIMUM WAGE



NO GUARANTEED ANNUAL INFLATION ADJUSTMENT

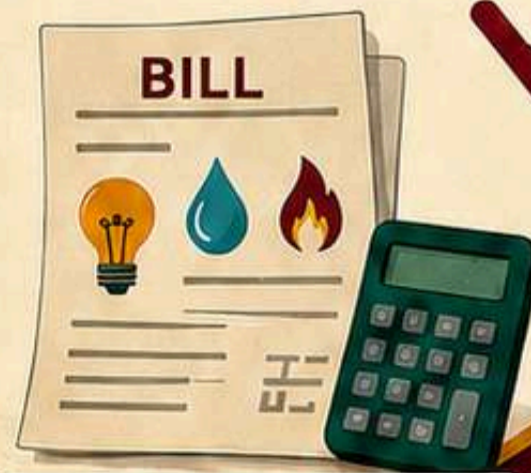
For many retirees, pensions cannot keep up with food, medicine, and utility bills.



FOOD



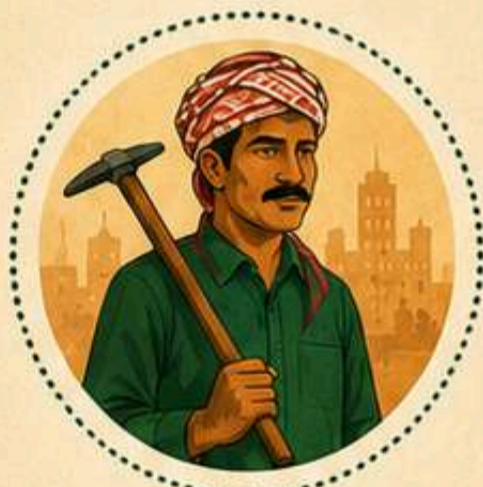
MEDICINE



UTILITY BILLS



WHO GETS LEFT OUT?



Informal workers



Domestic workers



Home-based workers



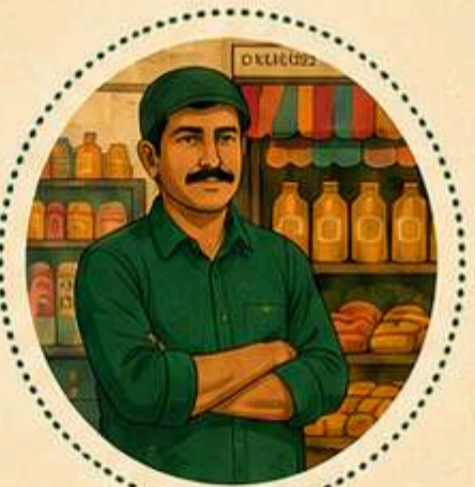
Agricultural workers



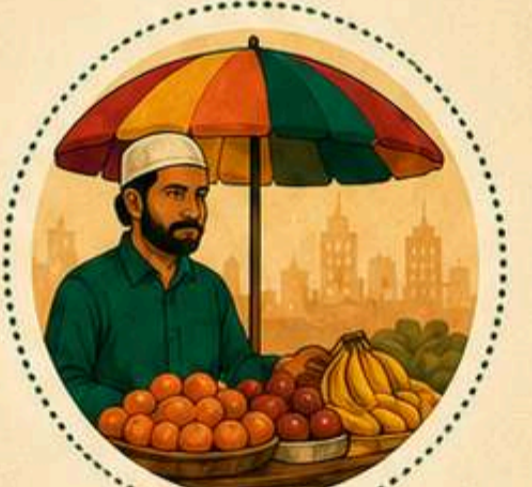
Construction workers



Gig / platform workers



Self-employed workers



Street vendors



The 1976 law was built for formal workers in larger establishments — not for today's labour market.



WOMEN LOSE OUT MORE



Retirement age is **55** for women, **60** for men



Shorter contribution years mean **lower pensions**



Unpaid care work goes **unrecognised**



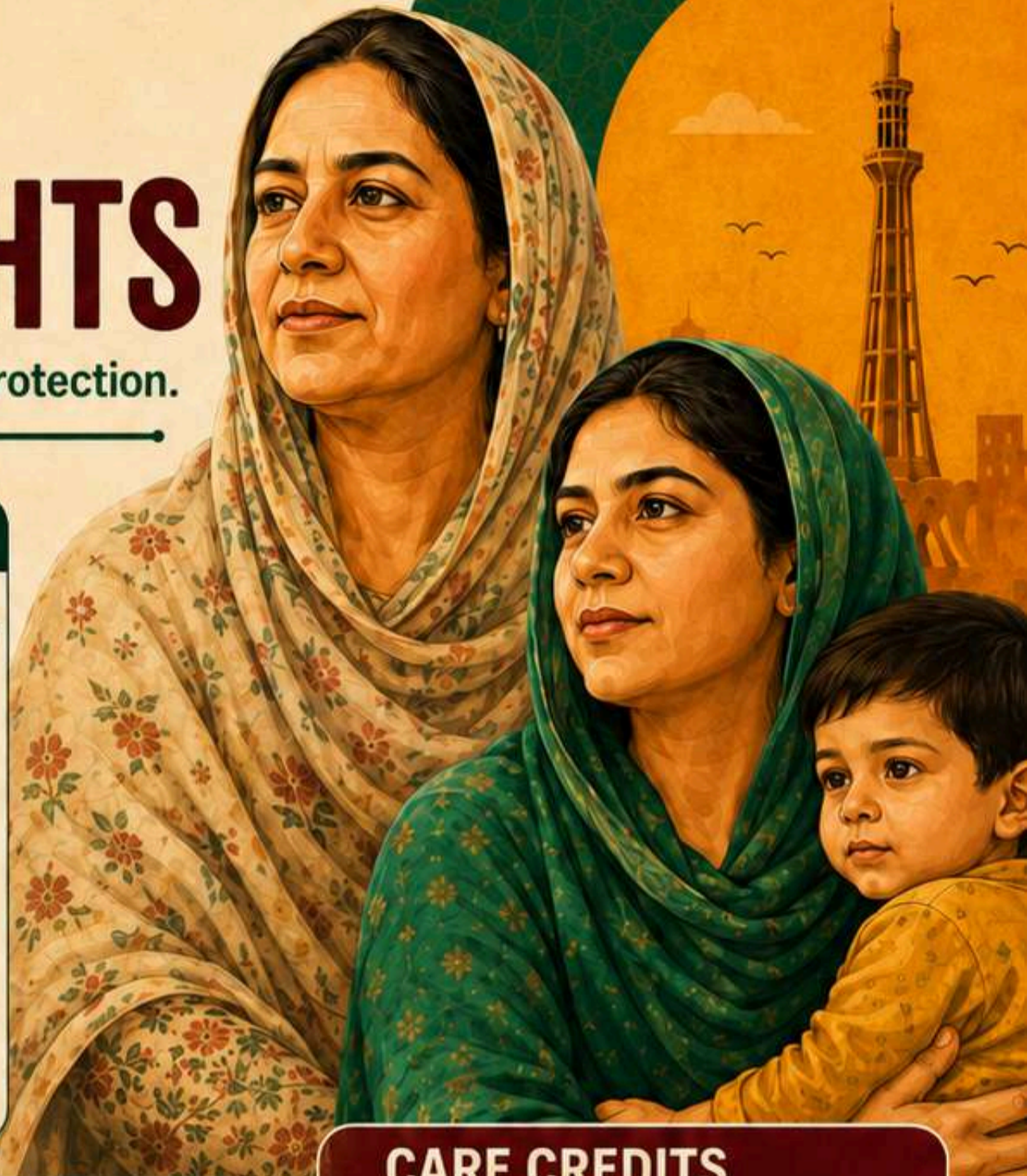
Lower labour-force participation means **lower coverage**



A fair pension law must be **gender-responsive.**

HOMEMAKERS DESERVE PENSION RIGHTS

Recognise unpaid care. Expand old-age protection.



COVERAGE OF HOMEMAKERS



The Bill allows homemakers, especially housewives, or their families to register voluntarily with EOBI.



This begins to recognise unpaid domestic and care work in Pakistan's old-age protection system.



With more than 80% of employment informal, a pension system tied mainly to formal jobs leaves many women out.

WHY THIS MATTERS



116.6
million
women in
Pakistan



47.5
million
married women
aged 15+



67.7
million
women out of
the labour force



66.7
million
women in
unpaid domestic
and care work



20 million
women engaged
in caregiving



6.1 million
women aged 60+

CARE CREDITS



3 months credit
for each child



Up to 6 months
for childcare



Also for care of a
dependent elder or
person with disability



Maximum 12 months
total care credits



Credits count toward
vesting and benefit
calculations



**A FAIR PENSION LAW MUST
VALUE UNPAID CARE.**

REFORM MUST WIDEN THE DOOR

A modern pension law must reflect Pakistan's real labour market.



Cover self-employed workers



Include domestic, home-based and platform workers



Allow overseas Pakistanis to join voluntarily



Lower the threshold from 10 workers to 5



Open voluntary registration to smaller firms and workers aged 16+



REFORM MUST MAKE PENSIONS


FAIR




Raise contributions from **6% to 10%** over 5 years



Bring back a federal matching contribution



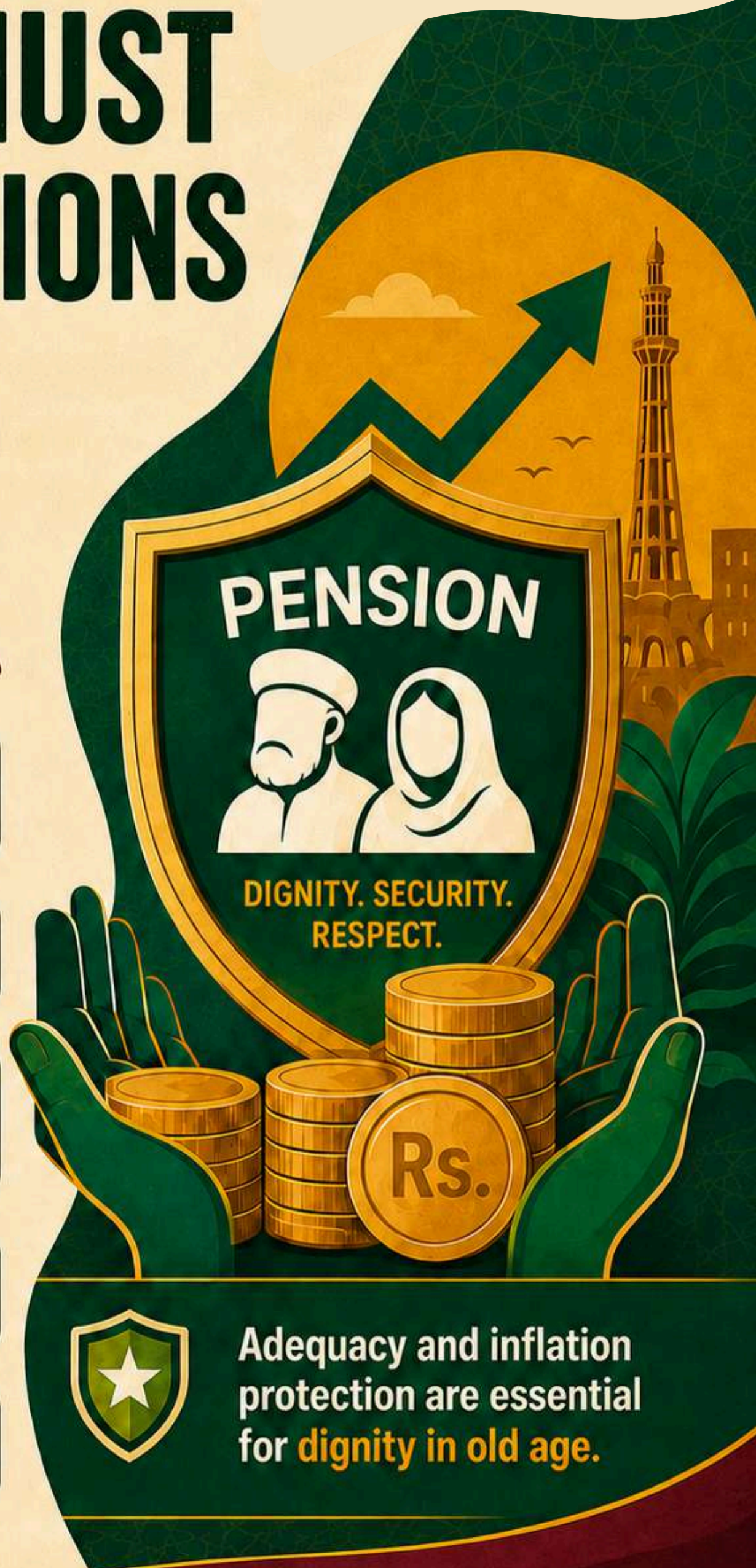
Set the minimum pension at at least **40%** of the contribution base



In today's terms: not less than **~PKR 16,000**



Index pensions every year to inflation



Adequacy and inflation protection are essential for **dignity in old age.**

DIGNITY IN OLD AGE IS A RIGHT



Inclusive coverage



Adequate pensions



Annual inflation protection



Gender-responsive design

REFORM PAKISTAN'S OLD-AGE PENSION LAW NOW

EOBI BILL 2026



EMPLOYEES' OLD AGE BENEFITS BILL 2026

#EOBIBILL-2026

Rebuilding EOBI on
international best practices
for a just economy.



A JUST ECONOMY.
A SECURE FUTURE