

State of Labour Market in Pakistan (2013-21)*

- ↑ 5.54 million jobs during the past three years (July 2018-June 2021): 1.84 million jobs per year.
- ↑ For the first time, the average wages for women workers (PKR 20,117) are above the monthly minimum wage**.
- ↑ The gender wage gap has reduced from 40% in 2018 to 18% in 2021.
- ↑ Share of Agriculture in total employment is at an all-time low (37.4%).
- ↗ Vulnerable employment (a combination of own account work and contributing family work) is 56.60%.
- ↗ Labour Force participation rate, supply of labour, is improving gradually.
- Formal sector, where labour laws are applicable, is only 27.5% of non-agricultural employment.
- 3.20 million of the 5.54 million jobs are in the informal sector, without any protection of labour law.
- 55.67 million workers (out of 67.25 million) are in the unregulated and unprotected sector.
- Unregulated sector, a mix of informal and agriculture sectors, is still 83% of total employment.

↑ Improvement ↗ Gradual Improvement → Stagnating

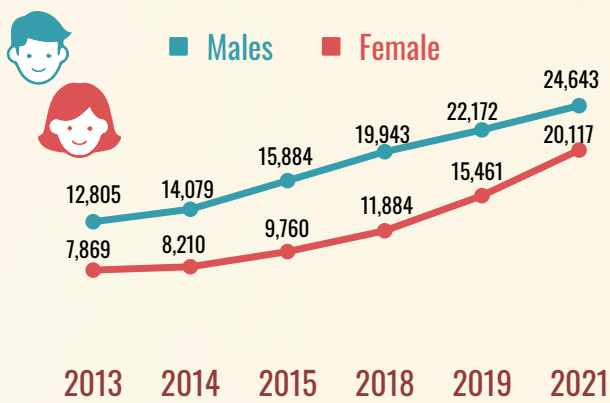
	PPP			PML-N		PTI
	2013	2014	2015	2018	2019	2021
Population	181.72	186.19	189.19	206.64	214.17	222.16
Labour Force	59.74	60.10	61.04	65.50	68.75	71.76
Employed Labour Force	56.01	56.51	57.42	61.50	64.04	67.25
Unemployed Labour Force	3.73	3.58	3.62	3.79	4.71	4.51

Numbers in million

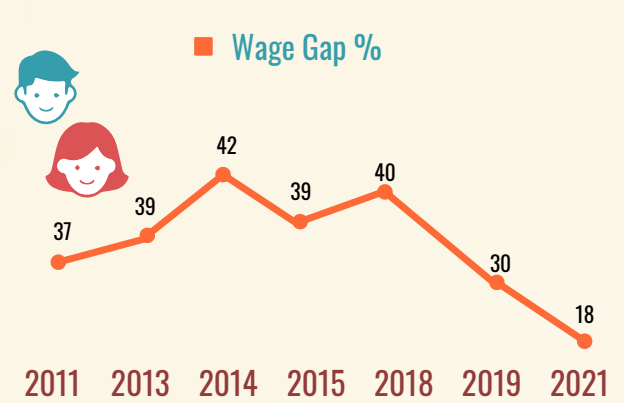


It is time the Government extends the scope of labour legislation to the informal sector and enforces such legislation for marginalised groups, especially domestic workers, home-based workers, digital labour platform workers, construction workers, and agriculture workers.

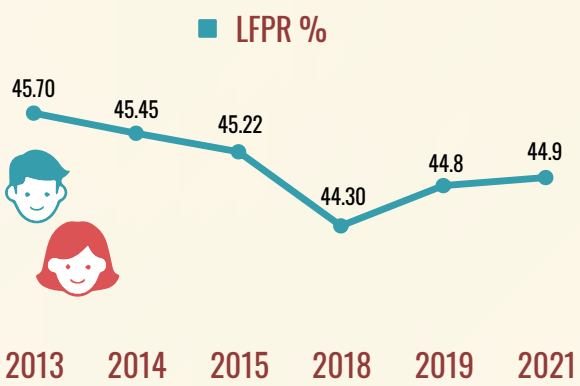
Average Nominal Wage (Rs)



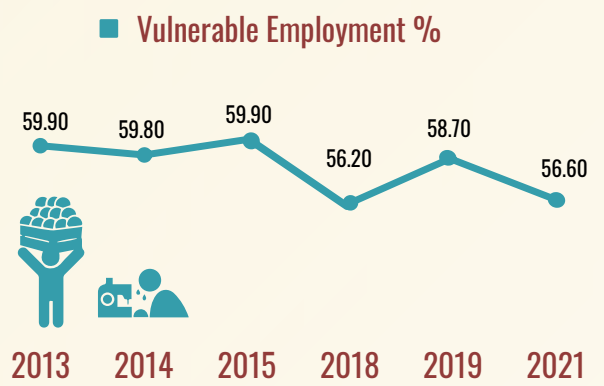
Gender Wage Gap (%)



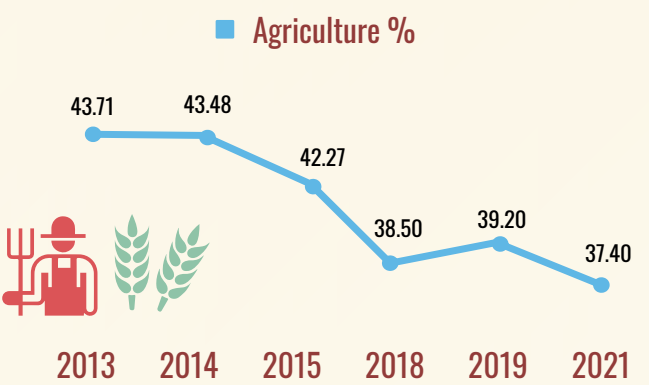
Labour Force Participation (%)



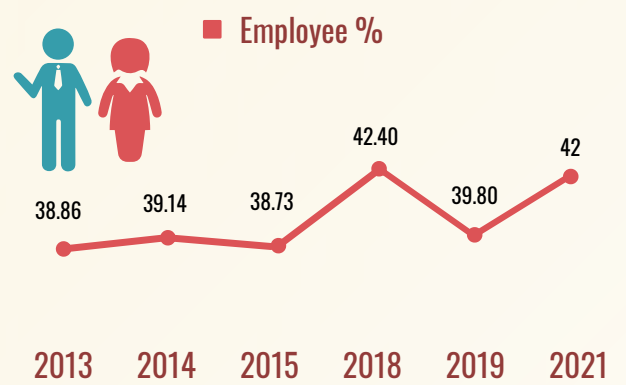
Vulnerable Employment (%)



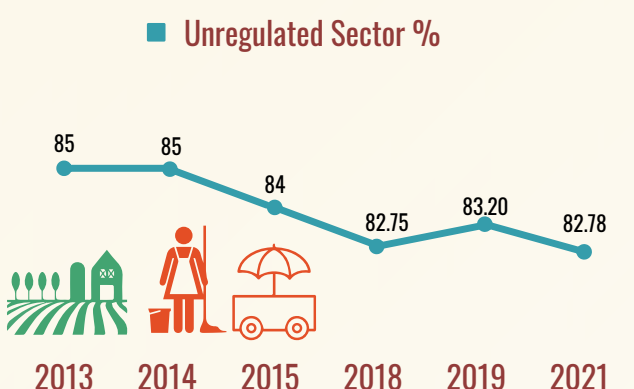
Agriculture in Employment (%)



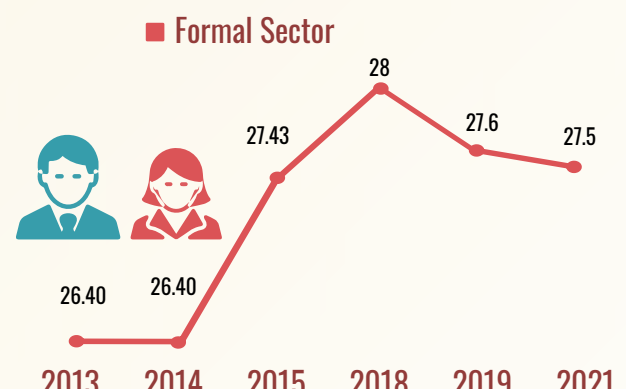
Employees in Labour Force (%)



Unregulated Sector (%)



Formal Sector (%)



* Various editions of labour force survey. The year of LFS indicates that data was collected from July of last year to June of this year. for example 2018 LFS data from July 2017 to June 2018.
 ** Minimum wage was 17,500 rupees from July 2019 to June 2021.