

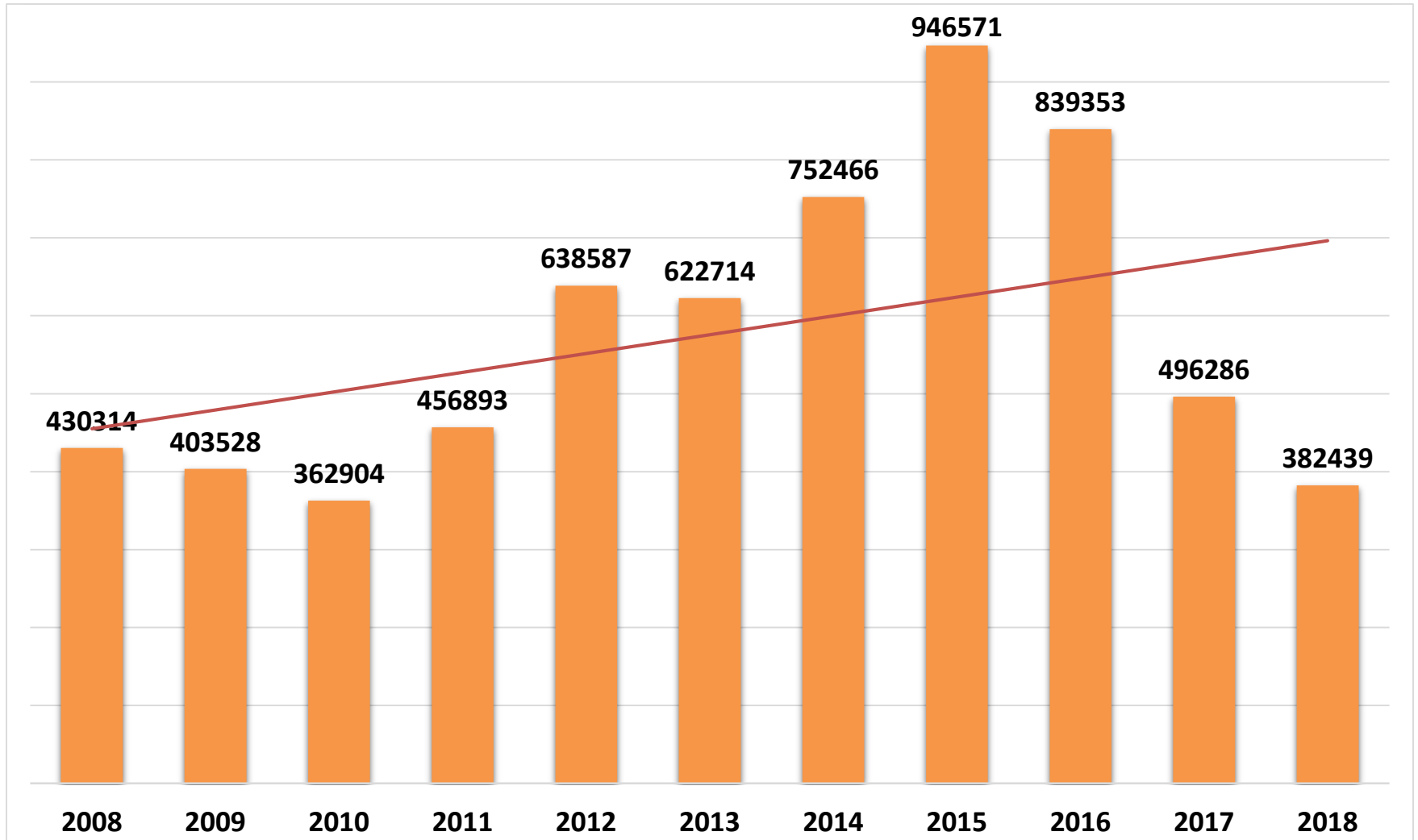
Pakistan at Glance

Name:	Islamic Republic of Pakistan
Independence:	14 August 1947 (from British Empire)
Capital:	Islamabad
Provinces:	Baluchistan, Khyber Pakhtunkhuwa, Punjab and Sindh
Area:	796,096 sq. km
Neighboring Countries:	West: Iran; Northwest: Afghanistan; Northeast: China; and, Southeast: India
Land boundaries:	Total 6,774 km, Afghanistan 2,430 km, China 523 km, India 2,204 km, Iran 909 km
Highest point:	Mt. K-2, which is 8,611 meters high (ranked number 2 in the World)
Population:	200,813,818 (2018)
Religions:	Muslim 97% (Sunni 77%, Shia 20 %), Christian, Hindu and others 3%
Economy:	GDP Growth: 4.8% (Financial Year 2018), GDP Per Capita: 1641 \$ (Nominal 2018) GDP by Sector: Agriculture: 18.86%, Industry: 20.91%, Services: 60.23% (2018 est)
Exports:	Commodities: Cotton, Textiles, Clothing, Rice, Leather, Carpets Partners: US, Japan, Hong Kong, Germany, UK, UAE, France
Imports:	Commodities: Petroleum, Petroleum Products, Machinery, Transportation Equipment, Vegetable Oils, Animal Fats, Chemicals Partners: Japan, US, Germany, UK, Saudi Arabia, Malaysia, South Korea
Industries:	Textile, Food Processing, Beverages, Construction Materials, Clothing, Paper Products and Shrimp
Agriculture:	Major Crops: Cotton, Wheat, Rice, Sugarcane, Fruits And Vegetables Livestock Products: Milk, Beef, Mutton and Eggs
Labour Force:	61.4 Million
Labour Force by Occupation:	Agriculture: 42%, Services: 35%, Industry: 22%

Region Wise Migration of Pakistan's Manpower (1971-2018)

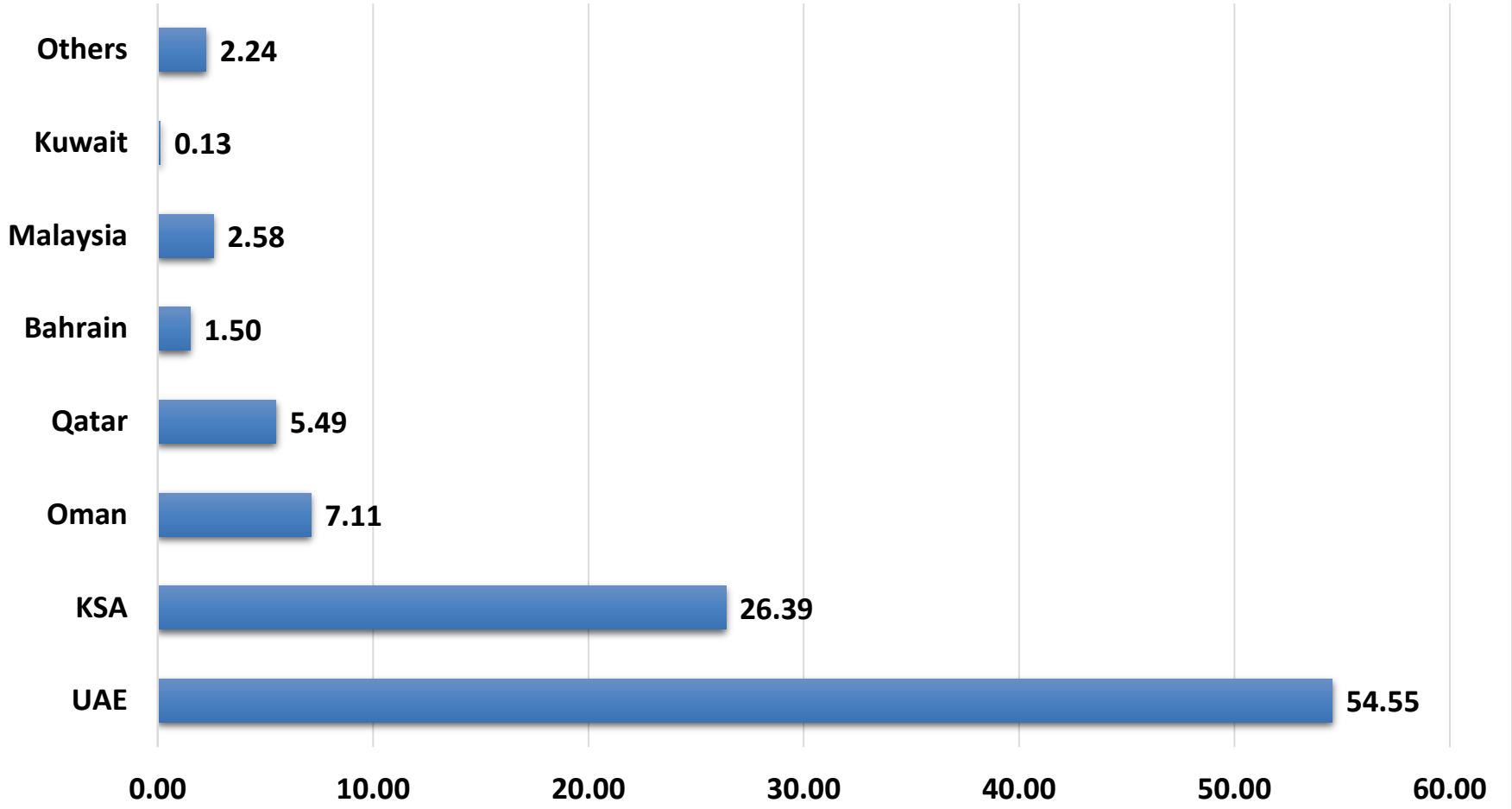
S.#	Countries	1971-2018	%
1	GCC Countries	10085476	96.15
2	Other Middle Eastern Countries	106763	1.02
3	Africa	99789	0.95
4	Malaysia	97315	0.93
5	EU Countries	32613	0.31
6	South Korea	15472	0.15
7	Others	52217	0.50
	Total	10489645	100.00

Annual Flow of Pakistani Migrants (2008-2018)

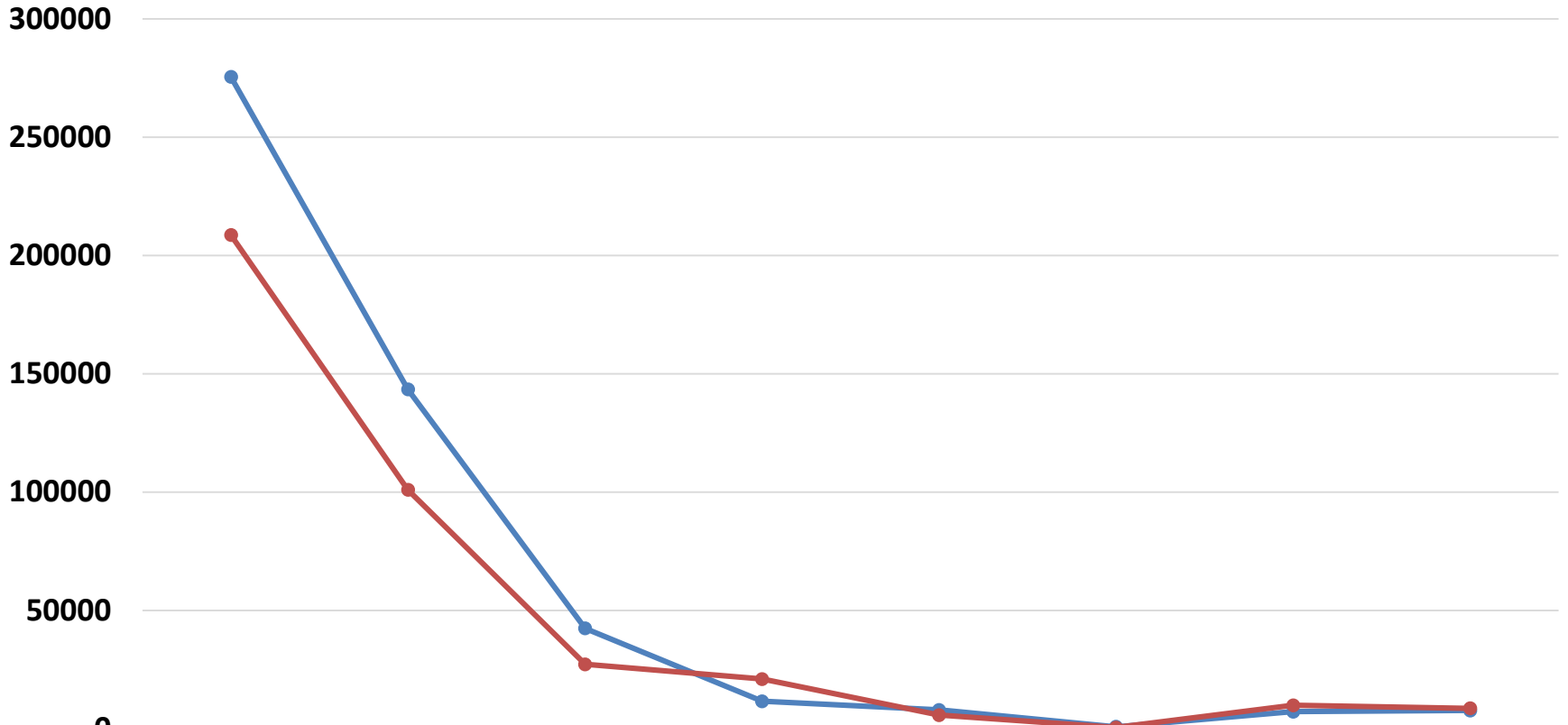


Country Wise migration Trend in 2018

Country Wise migration 2018

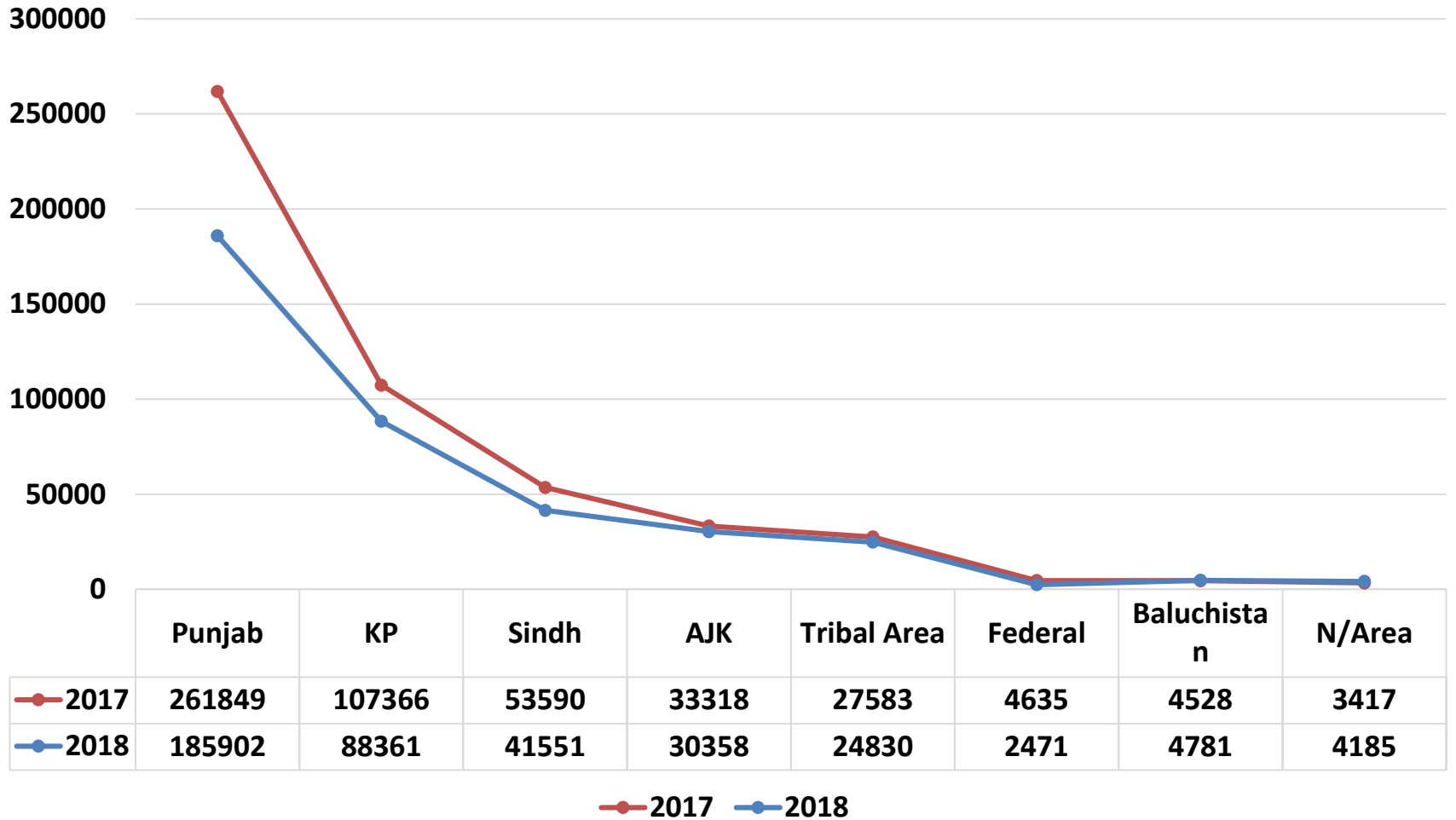


Country Wise Comparative Analysis of Migrant Workers (2017 & 2018)

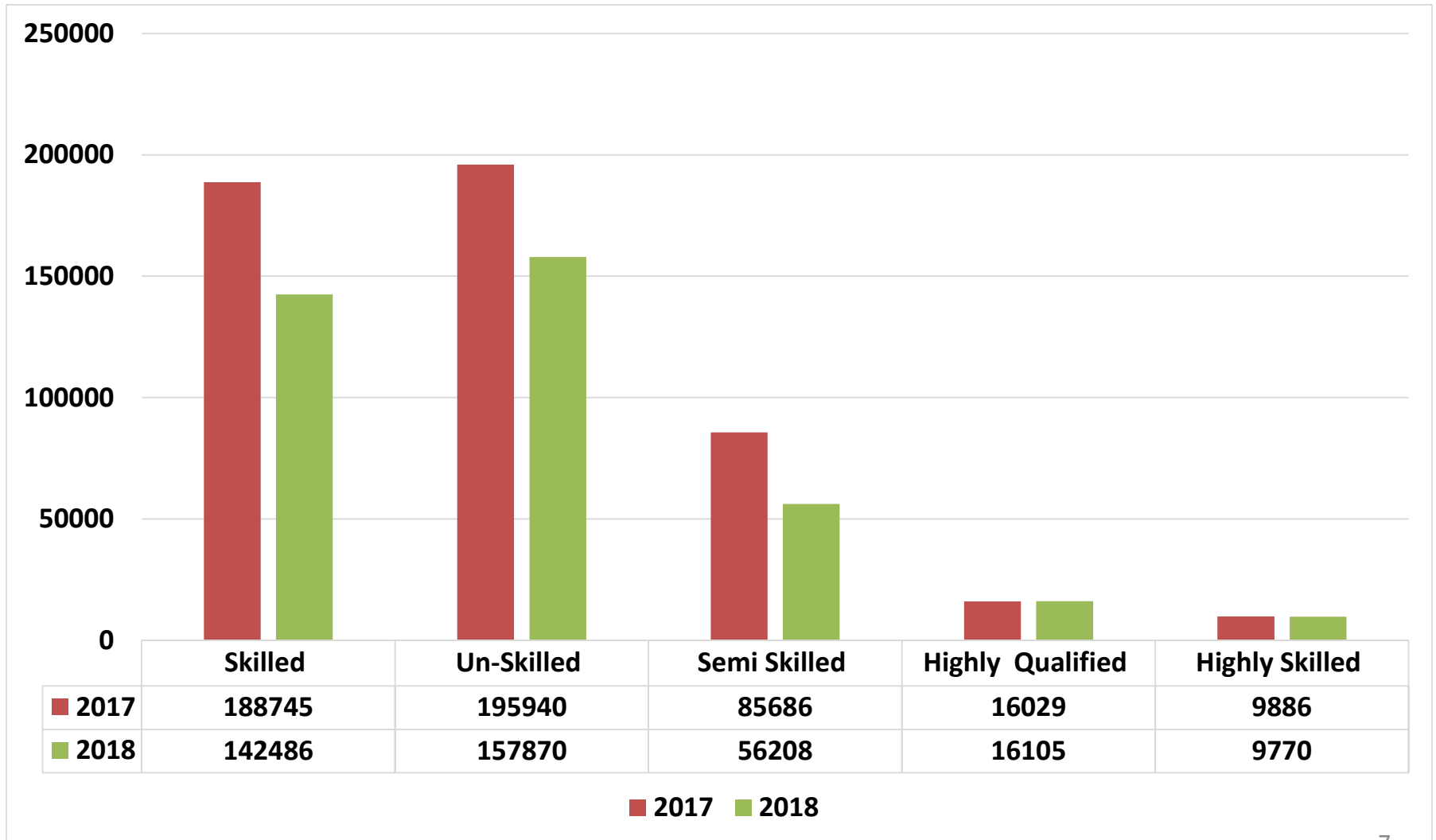


	UAE	KSA	Oman	Qatar	Bahrain	Kuwait	Malaysia	Others
2017	275436	143363	42362	11592	7919	773	7174	7667
2018	208635	100910	27202	20993	5745	493	9881	8580

Provincial/Regional Pattern of Labour Migration (2017-18)



Skill Composition of Migrants (2017 & 2018)



Occupation Wise Comparative Analysis (2016 and 2017)

Sr.No.	CATEGORY	2017	2018	DIFFERENCE	PERCENTAGE
1	Engineer	4,021	4,676	655	16.29
2	Teacher	1,854	2,211	357	19.26
3	Doctor	1,632	1,945	313	19.18
4	Pharmacist	1,217	1,346	129	10.60
5	Designer	809	850	41	5.07

Declining Job categories in 2018

S.No.	<u>Category</u>	2017	2018	Difference
1	Labourer	183382	150,274	33,108
2	Technician	18266	11,368	6,898
3	Mason	23986	17,130	6,856
4	Carpenter	18204	11,629	6,575
5	Electrician	17194	12,076	5,118
6	Agriculturist	12,558	7,596	4,962
7	Salesman	12,938	8,225	4,713
8	Steel Fixer	11490	7,069	4,421
9	Plumber	10440	6,352	4,088
10	Operator	9,160	5,173	3,987

Remittances by Overseas Migrants

YEAR	Amount (US \$ MILLIONS)
2008-09	7811.43
2009-10	8905.95
2010-11	11200.9
2011-12	13186.58
2012-13	13920.26
2013-14	15832.25
2014-15	18,454.04
2015-16	19,954.96
2016-17	19,303.58
2017-2018	19,622.65
2018-19 (July-December)	10,718.78
Total	158911.38

Impediments/issues related to export of manpower

As stated earlier, there is a downward trend of manpower exports after year 2015. In international perspective the downward trend is due to global Economic slowdown, Euro-zone crisis & Stringent US immigration policies. The downward trend in Gulf Cooperation Council (GCC) countries (more than 96 % of the emigrants are working in GCC countries) is due to reduction in oil prices and political instability, reduction in mega construction projects which is a major source of employment for Pakistani workers. GCC countries have adopted Gulfization Policy (Saudization, Emiratization, Qatarization etc) by which priority is given to locals over expats in job market. Moreover categorization of companies, imposition of dependent fee and VAT, reduction in employment categories are also the causes of slowdown.

The issues like violation of Foreign Service Agreements by employers in GCC countries due to favorable policies for employers, high emigration cost and high Business visa fee being charged from employers/business community visiting Pakistan are also hindrances for manpower export from Pakistan

Achievements

- i. Pakistan has signed various MOU's in the field of labour and manpower with Algeria, Saudi Arabia, UAE, Kuwait, Qatar, Oman, Malaysia, South Korea and Bahrain, etc. Furthermore, MOUs with Spain, South Africa, Syria, Ecuador, Ukraine, Botswana and Azerbaijan are in pipeline.
- ii. By 2015, a number of agreements on labour migration had been signed with destination countries (in the form of memorandum of understanding).
- iii. By 2015, the Ministry of Overseas Pakistani and Human Resource Development operated 19 offices of community welfare attachés in 15 countries for the facilitation and enhancement of the welfare of Pakistanis migrants and their dependents.
- iv. The Ministry of Overseas Pakistanis and Human Resource Development established a Federal Tripartite Consultation Committee in July 2014. The Committee serves as a platform for debate and consensus-based decision-making on labour issues of national importance.

Achievements

- v. In May 2015, one-window facilitation desks¹⁵ were established at all international airports to address the complaints of Pakistanis and try to resolve them on the spot.
- vi. An International Labour Standards and Labour Market Information Unit was established in October 2014, with support from ILO.
- vii. In December 2014, under Section 7 of the Federal Ombudsmen Institutional Reforms Act, the Federal Ombudsman appointed a Grievance Commissioner for Overseas Pakistanis for redress of individual and systemic issues.
- viii. The Complaint Cell of the Ministry of Overseas Pakistanis and Human Resource Development was reactivated and streamlined in April 2015 to meet new challenges and, since February 2016, includes an online complaint system.
- xi. During 2014-15, some 690 complaints were received from Pakistani workers in different countries. A total of 504 complaints were resolved. The remaining are pending. A total of 625 death compensation cases were settled, with PKR338 million disbursed among their legal heirs.

Challenge

1. There are many government actors holding data that are of relevance to migration: the Ministry of Overseas Pakistanis and Human Resource Development and its departments, including the BEOE, the OEC and the Overseas Pakistanis Foundation; the Ministry of Interior; the Ministry of Foreign Affairs through its embassies; the Federal Ombudsman, who handles some of the complaints from migrant workers; and the State Bank of Pakistan, which collects data on remittances. Due to lack of coordination between these ministries and bodies, migration statistics are incomplete and time-consuming to collect.
2. The BEOE does not publicize sex-disaggregated migration statistics. Sex-disaggregated data are now only available for 2008-13.
3. The definitions, standards and methodologies of data collection of the various ministries and other bodies collecting migration-related data are using different standards and definitions. This creates difficulty to compare and analyse data collected from various sources.
4. The BEOE has an almost complete registration of the annual outflow of Pakistani workers going for overseas employment. But it does not record the return flow of workers nor does any other organization. It is thus not possible to estimate the stock of overseas Pakistanis.
5. There is a lack of skills among the amongst the departments in terms of designing tools and collecting, tabulating and analysing data to apply results for formulation of programmes and policies.

Ways Forward

- I. At present, more than 96 % of the emigrants are working in GCC countries and there is a dire need to understand the changing trends in these countries to meet the manpower demand in future. Gulf countries are revamping their economies after fall of oil prices and introducing various initiatives especially in services sector. It will increase the demand of skilled workforce and more focus would be on skill development of workers. At this time, there is need that GOP should formulate plans and policies according to the new laws and trends. However, it is pressing need to explore the job markets of other nontraditional manpower import countries.
- II. As GCC governments are shifting their economies from traditional to knowledge based economies. Saudi Vision 2030 is one such example. So in coming years, further decline may also be observed because the demand of unskilled labor force will be limited. Skill based certified labor force will fulfill the demand of overseas employment.
- III. At present, the share of women migrants is very low. There is a need to take proactive steps to increase women's participation in overseas employment.
- IV. More focus should be on upskilling/skills matching and certification of workers to fulfill the demands of foreign employers. It is imperative to train professionals like educationists, doctors, engineers and scientists to compete the foreign employment markets.

Ways Forward

- V. National Emigration and Welfare Policy is being formulated after consultation with all the relevant stakeholders in the best interest of the migrant workers and their families. This migration policy should have clear guidelines and strategy for minimizing the complaints of Pakistani migrant workers through upgrading the complaint mechanism system.
- VI. The upcoming international events like Expo 2020, Dubai and FIFA World cup 2022, Qatar will create huge job opportunities both for skilled and semi-skilled workers. In order to meet such demands, it is important for all stakeholders especially OEP's to play their active role and prepare the manpower in marketable skills.
- VII. Awareness campaigns should be launched with the collaboration of media to educate the general masses about the changing trends in labour market and future demands of employers.
- VIII. Pakistan has signed numerous MOU's with different countries in the field of labour and manpower. In this regard, Foreign Office and Community Welfare Attaches' should play a proactive role for effective implementation of these MOU's.
- XI. Skilled manpower is a field in which Pakistan should have developed an edge by now. Our technical institutes and universities turn out skilled persons by the thousands annually, and Pakistan should concentrate on these workers, enhancing their academic skills by teaching them value-added techniques. They should focus on knowing the basic languages like Arabic and English.
- X. Efforts are required at diplomatic level to incept online emigration system through which manpower demands and supply could be made online. This would make the emigration cycle more transparent, fast and cost effective.

Other Plans

- Ministry of Overseas Pakistanis is planning to devise the emblem and flag of the Bureau of Emigration and Overseas Employment. Furthermore, Standard Operating Procedures (SOPs) are being devised regarding the working of inspectors on airports to streamline the emigration process.
- Ministry of Overseas Pakistanis & HRD is also in liaison with FIA to maintain the data of returnee migrants through their PISCES software. Efforts are underway to sign an MOU in regard to data sharing of returnee migrants with Bureau which would enable the stakeholders for taking policy decisions for reintegration and welfare of these migrant workers.
- Ministry of Overseas Pakistanis & HRD is also in process to upgrade the briefing halls of P.E. offices for better briefing to the intending emigrants. Furthermore, Country Specific Flyers, Video Documentaries are also under process.

Summary

- Ministry of Overseas Pakistanis & Human Resource Development is a Ministry of Government of Pakistan that Overseas matters regarding labour migration.
- Bureau of Emigration and Overseas Employment is an attached department of the Ministry of Overseas Pakistanis & HRD, which collects data regarding labour migration.
- Over the past four decades more than 10 million Pakistanis moved abroad through formal channel for employment. UAE and KSA are the leading countries in the migration chart to sustain Pakistani Workers.
- The presentation highlights patterns, trends of migration with comparative analysis of 2017 and 2018 as well as country-wise, region-wise and category-wise analysis. It also discusses the skill composition of the migrants with top countries of destination alongwith inward remittances by Overseas Pakistanis.
- The presentation captures trends in labour migration from Pakistan, identifies the structure gaps and suggest ways to move forward for the Government and Stackholders.