

FOREWORD

The labour force statistics are pivotal to pave the way for manpower planning, human resource development and, economic growth. The Federal Bureau of Statistics has been conducting Labour Force Surveys (LFS) since 1963 regularly as its seminal activity. The Survey's figures wield credibility with the government, researchers and, other users at large. The report on Labour Force Survey 2003-04 is 24th one in the series of its kind.

The report presents detailed information on labour force characteristics collected from representative sample of 18,912 households to produce national and provincial level estimates with urban/rural breakup. The Survey, in league with the quantification of core variables, also puts figure on important allied attributes of literacy, migration, occupational safety etc.

In order to spell out nature and dimension of activities, Pakistan Standard Classification of Occupation (PSCO), 1994 revised in the light of International Standard Classification of Occupation (ISCO), 1988 has been used.

All out effort has been made to produce this report as comprehensive, informative and useful document as possible for decision-makers, researchers, planners, economists and other beneficiaries at large. Suggestions will, however, be welcome for its further improvement.

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INDICATORS

Indicators	2001-02	2003-04	Indicators	2001-02	2003-04
Crude Activity (Participation) Rates (%)			Labour Force (In millions)		
Pakistan			Total	42.39	45.23
Total	29.6	30.4	Male	35.57	37.13
Male	48.0	48.7	Female	6.82	8.10
Female	9.9	11.2	Employed		
Improved *			Total	38.88	41.75
Total	37.4	38.5	Male	33.19	34.69
Female	25.8	27.5	Female	5.69	7.06
Rural			Unemployed		
Total	29.9	31.0	Total	3.51	3.48
Male	47.6	48.2	Male	2.38	2.44
Female	11.1	13.2	Female	1.13	1.04
Improved *			Employment by Sector (%)		
Total	40.3	42.2	Total	100.0	100.0
Female	32.3	35.8	Agriculture	42.1	43.1
Urban			Non-agriculture	57.9	56.9
Total	29.1	29.2	Formal	20.5	17.1
Male	48.9	49.8	Informal	37.4	39.8
Female	7.3	7.0	Unemployment Rates (%)		
Improved *			Pakistan		
Total	31.4	31.1	Total	8.3	7.7
Female	12.0	10.8	Male	6.7	6.6
Refined Activity (Participation) Rates (%)			Female	16.5	12.8
Pakistan			Rural		
Total	43.3	43.7	Total	7.6	6.7
Male	70.3	70.6	Male	6.1	5.7
Female	14.4	15.9	Female	14.1	10.9
Improved *			Urban		
Total	54.7	55.3	Total	9.8	9.7
Female	37.7	39.3	Male	7.9	8.4
Rural			Female	24.2	19.8
Total	45.2	46.3	Literacy Rates (%)		
Male	72.2	72.6	Pakistan		
Female	16.8	19.5	Total	50.0	51.6
Improved *			Male	62.2	63.7
Total	60.9	62.9	Female	36.9	39.2
Female	48.7	52.7	Rural		
Urban			Total	40.5	41.6
Total	39.9	39.2	Male	55.0	56.3
Male	66.9	67.1	Female	25.4	26.6
Female	10.0	9.4	Urban		
Improved *			Total	67.8	69.7
Total	43.0	41.7	Male	75.5	76.5
Female	16.4	14.5	Female	59.3	62.5

* Improved Participation Rates (IPR) : are based on additional probing questions asked from persons especially females engaged in housekeeping and other related activities.

SUMMARY OF FINDINGS

The Labour Force Survey (LFS) 2003-04 provides data on (a) age, sex, marital status, literacy, level of education and migration of the population, (b) dimensions of country's labour force, such as (i) employed labour force classified by industry, formal & informal sectors, occupation, employment status, hours worked and level of education, (ii) occupational safety and health information of the employed persons, and (iii) unemployed labour by level of education and previous experience. Some of the main findings are outlined as under:

A. Literacy and Employment

- i) Literacy rate improves from 50% in 2001-02 to 52% in 2003-04. Improvement in females literacy is relatively more pronounced as compared to that of males, particularly, in urban areas. However, females are yet to catch up with the historical lead of males.
- ii) Participation rate reflects marginal increase from 29.6% of 2001-02 to 30.4% in 2003-04. The improvement is chiefly rural based. Males fare evenly in rural and urban areas while female participation recedes in urban areas. Comparative participation rates notch up significantly (37.4 vs 38.5%) if female participation is augmented with a set of specific activities performed within house premises. Among the provinces, Punjab has the highest participation rate.
- iii) An analysis of the structure of employment by industry exhibits rise in the share of agriculture sector from 42% in 2001-02 to 43% in 2003-04. Male employment loses a wee bit while that of female scales more than 2% up. Non-agriculture sector such as manufacturing, services, transport and construction descend a bit during 2003-04. Loss in the employability of secondary and tertiary activities, in conjunction with female-led rise in primary (agricultural) activities presages receding frontier of organized economy.
- iv) The employment status indicates that the categories of employees, self-employed and unpaid family helper constitute, in the same order, 99% of the total employment. The foremost is down a bit from 40% in 2001-02 to 38% in 2003-04, steeper for females (37 Vs 31%) than males (40 Vs 39%). The middle one also comes down, though not for women, from 39 to 37% during the same period. The lattermost, home to over one-half of women, scales up (21 Vs 24%) steeper for females (47 Vs 53%) vis-à-vis males (16 Vs 18%) during the comparative periods. The situation obliquely points out to increasing expanse of informal activities.
- v) Working hours of the employed persons show that more than 80% worked beyond the watershed "35 hours a week". Of these, a large proportion (31%), constitutes the top slab of "56 hours or more a week". All this bespeaks prevalence of "less than subsistence wages" in the job market.

Urban workers are relatively more over burdened than their rural compatriots.

- vi) Unemployment rate is defined as the percentage of unemployed to the total labour force. The data shows that overall unemployment rate has decreased from 8.3% in 2001-02 to 7.7% in 2003-04, due, mainly, to steeper decline in women's unemployment (16.5 Vs 12.8%) vis-à-vis that of men (6.7 Vs 6.6%). The unemployment rate in 2003-04 whittles down to 8.9% if persons worked less than 15, as against 35, hours during the reference week are treated as unemployed. Unemployment has receded during the comparative periods, steeply for rural areas and fair sex. As for age specific unemployment, the three early age groups (10-24) exhibit women-led decline in unemployment overtime. Men's unemployment has also shrunk except for the latter most (20-24) interval. The seven age groups between 25 to 59 years reflect mildly rising men-led profile of unemployment over time save for the fourth (40-44) and last two (50-59) age interval. Women's unemployment has consistently been on decline across the constituent age intervals. Unemployment has thus receded during the comparative periods, steeply for rural areas and fair sex.

B. Informal Sector

- vii) Informal sector during 2003-04 accounts for 70% of the employment in main jobs outside agriculture sector, higher (73%) in rural area than that of urban areas (67%). Formal sector activities are more concentrated in urban areas (33%) as compared to rural areas (27%). Male workers are relatively more concentrated in informal sector both in rural and urban areas of the country. Informal sector's employment has surged by five percentage points from 65% in 2001-02 to 70% in 2003-04, across the area & gender evenly.
- viii) According to classification of the informal sector employment by major industry divisions, the largest slice (35%) goes to wholesale and retail trade followed by manufacturing sector (21%), community, social and personal services (19%), construction (13%) and transport (11%). The other categories including mining & quarrying; electricity, gas & water and finance, insurance, real estate & business services account for less than two percent. Comparative Labour Force Surveys indicate relative decline in all categories except "wholesale and retail trade" and "others" grouping. Both groups reflect relative rise in the male employment.

C. Occupational Safety & Health

- ix) Questions on occupational safety and health, introduced firstly in Labour Force Survey for 2001-02, are asked from the employed persons ten years of age and above. About one out of thirty-three (2.8%) employed persons has reported some sort of occupational injury/disease. Explicably, the percentage suffered finds male workers (3.2%) more vulnerable relative to female workers (1%). Same holds for rural workers (3.1%) vis-à-vis urban workers (2.2%). Nevertheless, urban women (0.5%) is much more shielded in comparison with her rural and urban compatriots of same and opposite sex. Susceptibility to occupational hazards has improved over time across the area and gender. However, the lot of urban women has improved most eminently.
- x) As for occupational grouping, majority of sufferers (38.8%) are concentrated in skilled agriculture and fishery activities. Comparative survey figures (38% Vs 39%) don't bespeak improvement over time. Women's exposure to risk has increased from one and half (56 Vs 36%) of men's in 2001-02 to more the twice (76 Vs 36%) in 2003-04. Since three-fourth of women victims belong to this group, one need not be feminist to get alarmed. Craft & related trade activities and elementary occupations are the next major occupational groups (21%) followed by legislators, senior officials & managers (6%) and plant and machine operators & assemblers (6%).
- xi) Majority of sufferers falls in the category of self-employed, The comparative proportions (46% in 2001-02 Vs 49% of 2003-04) adduce risk as increasing function of time for self employed. Men's exposure to risk has increased whereas that of women declined steeply. The second important category is employees (41%) followed by unpaid family helpers (10%). Both groups seem to be improving over time. The former reflects sharp improvement in the lot of women (27% in 2001-02 Vs 7% in 2003-04). The latter-home to majority of women sufferers-paints acutely rising exposure to risk from four times (41% Vs 10% in 2001-02) to more than eleven time (68% Vs 6%) as higher as that of men. This bespeaks "much lesser half" status of the female unpaid family helpers.
- xii) It is observed that majority (61%) of the sufferers workers are reported to have consulted a doctor or other medical professionals. Of the total, 19% have taken time off work and 12% have been hospitalized. Women have got more savvy for doctor's advice relative to men (64 Vs 61%). Similarly, women appear to be better disposed to take time off work (21 Vs 19%). However, the incidence of hospitalization has declined gender-neutrally during the comparative periods. 8% did not avail themselves any of the aforementioned option.

SECTION-I

METHODOLOGY

Introduction

Labour Force Survey (LFS) has, more or less, been a regular activity of the Federal Bureau of Statistics (FBS) since 1963. In order to improve the labour force statistics, the survey's questionnaire was revised in 1990. Major improvement constituted the addition of probing questions on female activities to catch the hidden employment. The questionnaire was further improved in 1995 to reckon with the size and composition of migration and informal sectors. The scope of the survey was extended in 2001-02 to occupational safety and health as well. The surveys conducted so far are given at Annexure-I.

2. This report presents the results of LFS 2003-04. The pertinent information has been collected from a national representative sample of 18,912 households, spread over four quarters of the year in order to grapple with the calculus of seasonal variations.

Objectives and Coverage

3. The major aim of the survey is to collect a set of comprehensive statistics on the various dimensions of country's civilian labour force. The survey profiles information 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 specific 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 Pakistan's labour force; i.e. number of persons employed, unemployed, underemployed or out of labour market;
- To gather descriptive facts on the engagement in major occupational traits and the nature of work undertaken by the institution/organization;
- To profile statistics on employment status of the individuals, i.e. whether they are employers, own account workers, unpaid family workers or paid employees (regular/casual);
- To classify non-agricultural enterprises employing household member(s) as formal and informal;
- To put figure on the hours worked at main/subsidiary occupations;

- To provide data on wages and mode of payment for paid employees;
- To quantify occupational health and safety of employed persons by causes, type of injuries/diseases occurred, parts of body injured, type of treatment received and period of absence from work; 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.

4. The survey covered all urban and rural areas of the four provinces of Pakistan defined as such by 1998 Population Census, excluding Federally Administered Tribal Areas (FATA), military restricted areas, and protected areas of NWFP. The population of excluded areas constitutes about 3% of the total population.

Field Operation

5. FBS is the national statistical organization responsible for collection, processing, compilation and dissemination of statistics. It has 34 Regional/Field Offices located all over Pakistan. These offices are equipped and manned with regular and trained field staff for collection of data through censuses/surveys.

6. In order to evolve dynamics of field enumeration in line with the survey's objectives, training is imparted to the concerned staff on interviewing techniques and other procedure to be used in the enumeration. For quality control, supervisors from Regional/Field Offices and headquarter, make frequent field visits to spot-checking the collection process.

Data Processing and Editing

7. Soon after data collection, the supervisors clean, edit and check the filled in questionnaires manually for consistency and completeness and refer back to field where necessary.

8. Editing is done at headquarter by the subject matter section. Computer edit checks are applied to get even with errors identified at the stage of data entry. Data ranges in numerical values are used to eliminate erroneous data resulting from mistakes made during coding. The survey records are further edited and rectified through a series of computer processing stages.

Sample Design

9. **Universe:** The universe for Labour Force Survey consists of all urban and rural areas of the four provinces of Pakistan defined as such by 1998 Population Census, excluding Azad Jammu and Kashmir, Northern Areas, Federally Administered Tribal Areas (FATA) and military restricted areas and protected areas of NWFP. The Population of excluded areas constitute about 3% of the total population.

10. **Sampling Frame:** Federal Bureau of Statistics (FBS) has developed its own sampling frame for urban areas. Each city/town is divided into a number of enumeration blocks. Each enumeration block is based on 200 to 250 households on the average with well-defined boundaries and maps. The list of enumeration blocks as updated through Economic Census 2003-04 and the list of villages/mouzas/dehs of 1998 Population Census have been taken as sampling frame. Enumeration blocks and villages are considered as Primary Sampling Units (PSUs) from urban and rural domains respectively.

11. **Stratification Plan Urban Domain:** Karachi, Lahore, Gujranwala, Faisalabad, Rawalpindi, Multan, Sialkot, Sargodha, Bahawalpur, Hyderabad, Sukkur, Peshawar, Quetta and Islamabad are considered as large cities. Each of these cities constitutes a separate stratum, further sub-stratified according to low, middle and high income groups based on the information collected in respect of each Enumeration Block at the time of demarcation/ updating of urban area sampling frame.

12. **Remaining Urban Areas:** After excluding the population of large cities from the population of respective ex-administrative division, the remaining urban population of ex-administrative division from provinces is grouped together to form another stratum called other urban. Thus each ex-division in remaining urban areas in the four provinces constitutes a stratum.

13. **Rural Domain:** Each administrative district in the Punjab, Sindh and NWFP is considered an independent stratum whereas in Balochistan, each ex-administrative division constitutes a stratum.

14. **Sample Design:** A stratified two-stage sample design has been adopted for the survey.

- i) **Selection of primary sampling units (PSUs):** Enumeration Blocks in urban domain and mouzas/dehs/villages in rural are taken as Primary Sampling Units (PSUs). Sample PSUs are drawn with probability proportional to size (PPS) method. In urban domain, the number of households in an enumeration block as updated in 2003-04 through Economic Census and respective population of 1998 Census for a stratum is considered as measure of size.
- ii) **Selection of secondary sampling units (SSUs):** The constituent households of sample PSUs are taken as Secondary Sampling Units (SSUs). A specified number of households i.e. 12 from each urban sample PSU, 16 from rural sample PSU have been selected with equal probability using systematic sampling technique with random a start.

15. **Sample Size and Its Allocation:** Keeping in view the variability of characteristics, population distribution and availability of field resources, a sample of 18912 households have been considered appropriate to provide reliable estimates of key labour force characteristics. The entire sample of households (SSUs) has been drawn from 1347 Primary Sampling Units (PSUs) out of which 660 are urban and 687 are rural. As urban population is more heterogeneous therefore, a higher proportion of sample size is allocated to urban domain. In order to get reliable estimates, a higher proportion of sample has been assigned to NWFP and Balochistan in consideration to their smallness. After fixing the sample size at provincial level, further distribution of sample PSUs to different strata in rural and urban domains in each province is made proportionately. The distribution of sample PSUs and SSUs in the urban and rural domain of the four provinces is as under: -

SAMPLE SIZE AND ITS ALLOCATION

(Nos.)

Province/Area	Enumeration Blocks/Villages (PSUs)			Sample Households (SSUs)		
	Urban	Rural	Total	Urban	Rural	Total
Punjab	308	320	628	3696	5120	8816
Sindh	192	139	331	2304	2224	4528
NWFP	96	132	228	1152	2112	3264
Balochistan	64	96	160	768	1536	2304
Pakistan	660	687	1347	7920	10992	18912

16. **Method of Data Collection:** Data are collected by direct interview method. The total sample for the year is evenly distributed for enumeration on quarterly basis to offset the effect of seasonal variations. The information collected however relate to the week proceeding the date of enumeration.

17. **Sample Covered:** All enumeration Blocks in urban areas and mouzas/dehs/villages in rural areas have been enumerated. The number of sample households (18,858) enumerated is less than the estimated sample size (18,912) due to non-contact and refusal cases in urban and rural areas.

SECTION-II

CONCEPTS AND DEFINITIONS

In order to be able to interpret the results from Labour Force Survey, it is essential to be familiar with the concepts used. Here definition and explanation each of the key concepts are given.

1. **Reference Period:** It is a specified period which may be one day, one week, one month or one year preceding the date of interview. In this survey, a week (i.e. seven days before the date of enumeration) has been used as the reference period.

2. **Literate Persons:** All those persons ten years of age and above who could read and write in any language with understanding.

3. **Household:** A household is defined to be constituted of all those persons who usually live together and share their meals. A household may consist of one person or more than one person who may or may not be related to each other.

4. **Migration:** The migrant population means those who have moved from one administrative district to another administrative district. It excludes population moved within a district.

5. **Economically Active Population:** Economically active population comprises all persons of either sex who provide labour services for the production of goods and services as defined by the United Nation System of National Accounts, during a specific reference period. According to this definition, the production of goods and services includes:

- i) all production and processing of primary products whether for the market, for barter or for own consumption,
- ii) the production of all other goods and services for the market,
- iii) the households which produce such goods and services for the market and for own consumption, and
- iv) own account construction

6. **Currently Active Population:** Labour force or currently active population comprises all persons ten years of age and above who fulfill the requirements for inclusion among employed or unemployed as defined below during the reference period i.e. one week preceding the date of interview.

7. **Employment:** The “employed” comprises all persons ten years of age and above who worked at least one hour during the reference period and were either “paid employed” or “self employed”. Persons, employed on permanent/regular footings, who have not worked for any reason during the reference period are however, treated as employed.

8. **Occupation:** Occupation means the type of work done during the reference period by the persons employed (or the kind of work done previously if unemployed), irrespective of the industry or the status in employment of the person. It provides description of a person's job.

9. **Industry:** Industry means the activity of the firm, office establishment or department in which a person is employed or the kind of business, which he/she operates. The activity is defined in terms of the kind of goods produced or services supplied by the unit in which the person works.

10. **Status in Employment:** Information was also collected on each persons's status in employment. Status in employment refers to the type of explicit or implicit contract of employment of the person with other persons or organization. Status of an economically active individual with respect to his employment i.e. whether he/she is an employer, own account worker, employee or unpaid family worker is defined as follows:

- i) **Employer:** - A person working during the reference period, on own-account or with one or a few partners at a "self-employment job" with one or more employees engaged on a continuous basis.
- ii) **Own account worker:** - An own account worker is a person who operates his or her own economic enterprise or engages independently in a profession or trade, and hires no employees. However, he/she may get the assistance of unpaid family workers.
- iii) **Employee:** - A person who works for a public or private employer and receives remuneration in wages, salary, commission, tips, piece rates or pay in kind.
- iv) **Unpaid family worker:** - A person who works without pay in cash or in kind on an enterprise operated by a member of his/her household or other related persons is termed as unpaid family worker.

11. **Informal Sector:** According to the Resolution adopted by the 15th International Conference of Labour Statisticians (ICLS), the informal sector comprises units, such as households enterprises, engaged in the production of goods and services with the primary objective of generating employment and income to the persons concerned, not necessarily with the deliberate intention of evading the payment of taxes or other legislative or administrative provision. These units typically operate at a low level of organization, on a small scale, and with labour relations mostly based on casual employment. The assets used do not belong to the production units as such but to their owners. Expenditure for production is often indistinguishable from household expenditure. The units as such cannot engage in transactions or enter contracts with other units, nor incur liabilities. This concept of the informal sector is formulated into an operational definition based on three criterions, the first of which is essential (household enterprise), and the two others (size and registration), can be used optionally, alone or in combination. Given the ambiguity of the registration criterion in the circumstances of Pakistan, and the difficulty of obtaining reliable response on this item from household members, the definition of the informal

sector in Pakistan is formulated in terms of the first two criterion, namely, household enterprise and size of employment. In the language of the international standards, the informal sector in Pakistan is defined for statistical purpose as follows:

- All household enterprises owned and operated by own-account workers, irrespective of the size of the enterprise (informal own-account enterprises),
- Household enterprises owned and operated by employers with less than 10 persons engaged, and
- Excluded are all household enterprises engaged in agricultural activities or wholly engaged in non-market production.

Household enterprise: A household enterprise or equivalently, an unincorporated enterprise, is a production unit that does not have a separate legal entity independent of the household(s) or household members that own it (it is not a corporation), nor has a complete set of accounts that would permit a clear distinction between the production activities of the enterprise from the other activities of the owner(s) (It is not a quasi-corporation)

Number of persons engaged: Number of persons engaged refers to the total number of employed persons engaged in the enterprise during the reference period. It includes the owner or owners of the enterprise, the contributing family workers, the employees, whether employed on an occasional or a continuous basis, or as an apprentice. The size limit of 10 persons cited in the definition proposed here may be revised and determined on the basis of minimum size requirements as embodied in relevant national legislation, where they exist, and may vary between branches of economic activity.

Own-account worker: A person working during the reference period, on own-account or with one or more partners at a “self-employment job”, without any employee engaged on a continuous basis; but, possibly, with one or more contributing family workers or employees engaged on an occasional basis.

Employer: A person working during the reference period, on own-account or with one or a few partners at a “self-employment job”, with one or more employees engaged on a continuous basis.

Self-employment job: A job where the remuneration is directly dependent upon the profits, or the potential profits, derived from the goods and services produced.

12. Underemployment: The “underemployed” comprises all employed persons who during the reference period satisfied simultaneously the following three criteria:

- i) Working less than normal duration (i.e. less than 35 hours per week),
- ii) Doing so on involuntary basis, and
- iii) Seeking or being available for additional work.

13. Unemployment: The “unemployed” comprises all persons ten years of age and above who during the reference period were:

- ii) **“Without work”** i.e. were not in paid-employment or self-employment;
- iii) **“Currently available for work”** i.e. were available for paid employment or self-employment; and
- iii) **“Seeking work”** i.e. had taken specific steps in a specified recent period to seek paid employment or self-employment

14. **Population not Currently Active:** The “population not currently active” or also called, “persons not in the labour force” comprises all persons who were not employed or unemployed during the reference period and hence not currently active on account of the following reasons:-

- a) Attending educational institutions,
- b) Engaged in household duties,
- c) Retired or old age,
- d) Too young to work,
- e) Agricultural landlord and/or property owner; nature of ownership includes land, commercial/residential buildings, cinemas, hotels, petrol pumps, power looms, etc. (given on rent or lease). They are owners but they do not work for their properties,
- f) Persons who derive their income solely from royalties, dividends, etc;
- g) Engaged in immoral pursuits such as prostitutes, beggars, thieves and smugglers etc;
- h) Voluntary social workers doing work outside the family enterprise,
- i) Living entirely on charity, and
- j) Other reasons such as infirmity or disability, which may be specified.

15. According to old methodology, person’s ten years of age and above engage in housekeeping and other related activities are considered out of labour force. However, as per improved methodology, they are identified as employed if they have spent time on the specified fourteen agricultural and non-agricultural activities (List of activities attached with questionnaire).

16. **Occupational Injuries/Diseases (All employed persons):** An occupational injury/disease is any personal injury or disease resulting from an occupational accident/disease i.e. an individual occurrence or event arising out of or in the course of work. Some occupational injuries are serious enough to need treatment, either at hospital, or by a doctor,

nurse or some other kind of medical professional, and may mean that the injured person is unable to work, or to work normally, for some time, i.e. they have to take time off work. Other injuries may be less serious or incapacitating, so that the injured person may be able to return to work quickly. All such occupational injuries are to be taken into consideration. An injury should only be considered as an occupational injury, if it was received at the person's work place or in the course of the person's work. Injuries received on the way to or from work are also considered to be occupational accidents. For the purpose of statistics of occupational injuries, the following terms and definitions are used:

- a) ***Occupational accident:*** An unexpected and unplanned occurrence, including acts of non-consensual violence arising out of or in connection with work which results in personal injury, disease or death;
- b) ***Commuting accident:*** An accident occurring on the habitual route between the place of work and:
 - i) the worker's principal or secondary residence; ii) the place where the worker usually takes his/her meal; iii) the place where he/she usually receive his/her remuneration; or iv) the place where he/she receives training,

which results in death or personal injury involving loss of time; travel, transport or road traffic accidents in which workers are injured and which arise out of or in the course of work, i.e. while engaged in an economic activity, or at work, or carrying on the business of the employer, are considered to be occupational accidents;

- c) ***Occupational injury:*** Any personal injury, disease or death resulting from an occupational accident;
- d) ***Case of occupational injury:*** The case of one person incurring an occupational injury as a result of one occupational accident;
- e) ***Occupational disease:*** A disease contracted as a result of an exposure to risk factors arising from work activity;
- f) ***Incapacity for work:*** Inability of the injured person to perform normal duties of work;
- g) ***Fatal occupational injury:*** An occupational injury leading to death within one year of the day of the occupational accident causing the injury;
- h) ***Loss of working time:*** Lost days counted from and including the day following the day of accident to the day prior to the day of return to work measured at calendar days, week days or working days in order to assess the severity of the injury. In the case of recurrent absences due to a single case of occupational injury, each period of absence should be

measured and the resulting number of days lost for each period summed to arrive at the total loss of working time for the case of injury. Temporary absence from work of less than one day for medical treatment should not be included in time lost.

17. The questionnaire adopted for the Survey is given at Annexure-II.

SECTION- III

RESULTS

The results of this survey are based on the data of 18912 sample households enumerated during four quarters of the year from July 2003 to June 2004. In order to facilitate computation work and comparison, the results of Labour Force Survey are presented in the form of proportions and percentages. It is left to the users to apply these proportions and percentages to population estimates for the specific period if they are interested to have the results in absolute terms. By using the 1998 Population Census and the average growth rate of 1.90% per annum, the population of Pakistan as on 1st January 2004 has been estimated as 148.72 million.

Marital Status

2. The data on marital status has been collected on the categories of never married, married, widowed and divorced. The proportion of never married has increased while that of married has declined. This, read in conjunction with small but stable proportion of divorced, adumbrates that it is economic rather than social factors which are casting pressure on the institution of marriage. The proportion of persons in each of the stated categories reported in the current survey compared with those reported in 2001-02 survey and 1998 Census is given in table-1. Detailed information is given at Statistical Appendix Tables 4 to 4.4.

Table-1
DISTRIBUTION OF POPULATION 10 YEARS OF AGE AND ABOVE BY MARITAL STATUS
(%)

Marital Status	1998*	2001-02	2003-04
Never Married	43.9	43.6	44.4
Married	51.6	52.1	51.0
Widowed	4.3	4.1	4.3
Divorced	0.2	0.2	0.3
Total	100.0	100.0	100.0

* Computed from Report of 1998 Population Census.

Sex Ratio

3. Table-2 below gives sex ratio derived from the survey in comparison with that of the preceding Labour Force Survey and, Population Census 1998. Sex ratio, defined as the average number of males per 100 females, reflects decreasing trend (108, 107, 105) in the comparative data sets, which, inter alia, may be due to the better females reporting. The corresponding provincial figures, generally, also fall in line with the national figures. However, the low sex ratio of 99 males per 100 females in NWFP may also be on account of male intensive migration from the province.

Table-2
SEX RATIO: PAKISTAN AND ITS PROVINCES

Province/Area	Census 1998	2001-02	2003-04
Pakistan	108	107	105
Rural	106	106	104
Urban	112	110	108
Punjab	115	105	103
Sindh	104	113	112
NWFP	107	104	99
Balochistan	112	113	109

Source:- i) Derived from Report of 1998 Population Census.
ii) Derived from Statistical Appendix Table-1 of LFS 2001-02 and 2003-04.

Literacy

4. Overall literacy rate of 52% has increased by about two percentage points compared to that of LFS, 2001-02. This improvement is of one and a half percentage points for males and more than two percentage points for females. The data shows that rural households are generally deficient in human capital. For instance, 70% urban literacy rate is 28 percentage points higher than that of rural. As expected, male population is more literate compared to female and male literacy level (64%) is about 25 percentage points higher than that of female's (39%). Comparatively high incidence of illiteracy among females may be due to their limited access to the available educational facilities. Obviously, the developed provinces of Punjab and Sindh are more literate as compared to the less developed provinces of NWFP and Balochistan. A comparative picture of literacy rates of both sexes, male & female by province and rural/urban areas for the two surveys, 2001-02 & 2003-04 and 1998 Census is given in table-3.

Table-3
LITERACY RATES (10 YEARS AND ABOVE): PAKISTAN AND PROVINCES

(%)

Province/Area	Census 1998			2001-02			2003-04		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Pakistan	43.9	54.8	32.0	50.0	62.2	36.9	51.6	63.7	39.2
Rural	33.6	46.4	20.1	40.5	55.0	25.4	41.6	56.3	26.6
Urban	63.1	70.0	55.2	67.8	75.5	59.3	69.7	76.5	62.5
Balochistan	24.8	34.0	14.1	33.5	47.4	16.3	36.0	52.1	17.6
Rural	17.5	25.8	7.9	26.8	40.8	9.4	27.7	43.9	9.2
Urban	46.9	58.1	32.1	59.4	73.9	42.3	60.7	75.9	42.9
NWFP	35.4	51.4	18.8	39.3	58.4	19.9	43.0	61.8	25.2
Rural	31.3	47.7	14.7	35.9	55.9	15.9	39.8	59.2	21.7
Urban	54.3	67.5	39.1	56.6	70.4	41.3	58.3	74.0	42.6
Punjab	46.6	57.2	35.1	51.8	62.3	40.8	53.3	63.6	42.9
Rural	38.0	50.4	24.9	44.3	56.6	31.7	45.1	57.7	32.6
Urban	64.5	70.9	57.2	67.4	73.7	60.5	69.8	75.1	64.2
Sindh	45.3	54.5	34.8	54.9	67.0	41.0	55.3	66.9	42.2
Rural	25.7	37.9	12.2	36.0	52.9	16.3	35.6	53.3	15.7
Urban	63.7	69.8	56.7	71.0	79.1	61.8	72.4	78.8	65.3

Source:- i) Population Census, 1998 wherein literate is a person who can read a newspaper and write a simple letter in any language.
ii) Derived from Statistical Appendix Tables 3 to 3.4 of LFS 2001-02 and 2003-04.

Level of Education

5. The profile of educational attainment has improved comparatively. As per Labour Force Survey 2003-04, 34% of the literate persons have received education less than matric, 10% matric but less than intermediate level, 4% intermediate but less than degree and only 4% degree and above level. Access to post-matric education appears to be restricted for, probably, (a) it puts, relatively, more squeeze on the purse; (b) the post-secondary institutions are concentrated in towns and cities; (c) expectation of employment is not strong enough to justify long years of education. Males are more educated compared to females. Further, an improvement in the higher education has been noted for both males and females. The comparative picture of percentage distribution of population ten years of age and above by level of education for the Labour Force Surveys 2001-02 and 2003-04 is given in table-4. Detailed position has been shown in Statistical Appendix Tables 3 to 3.4.

Table-4
DISTIRBUTION OF POPULATION 10 YEARS OF AGE AND ABOVE BY LEVEL OF
EDUCATION AND SEX

(%)

Level of Education	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
No formal education	0.5	0.6	0.5	0.6	0.7	0.5
Below matric	33.5	41.1	25.4	33.7	41.1	26.0
Matric but less than Intermediate	9.3	11.9	6.5	9.7	12.3	7.0
Intermediate but less than Degree	3.6	4.4	2.6	3.9	4.7	3.1
Degree and above	3.1	4.2	1.9	3.8	4.9	2.6
Literate	50.0	62.2	36.9	51.6	63.7	39.2
Illiterate	50.0	37.8	63.1	48.4	36.3	60.8
Total	100.0	100.0	100.0	100.0	100.0	100.0

Labour Force Participation Rates

6. The most common indicators of participation in economic activities are the Crude Activity Rate, the Refined Activity Rate and the Age Specific Activity Rate. In order to reckon with the influence of cultural, socio-economic and geographical factors, it is often recommended to calculate these rates by sex. They are defined as: -

- i) ***Crude Activity (Participation) Rate (CAR)*** is the percentage of persons in labour force to the total population.
- ii) ***Refined Activity (Participation) Rate (RAR)*** is the percentage of persons in labour force to the population 10 years of age and above.
- iii) ***Specific Activity (Participation) Rates*** are the percentage of persons in the labour force with a specific characteristics (age, level of education, marital status, etc.) to the total population with the specific characteristics. For example, if we want to have the age specific activity rate for females in the age group of 20-24 years old, we must divide the number of active females 20-24 years old by the total number of women in that age group.

7. A comparative picture of crude participation rate based on current and 2001-02 Labour Force Survey is given in table-5. The crude activity rate ascends marginally from 29.6% in 2001-02 to 30.4% in 2003-04. Rural rates have scaled up higher relative to urban rates, which adumbrates osmosis of more activities into informal sector. The same observations hold with respect to area and gender as well. Punjab's crude participation rates for both sexes are the highest among the provinces. Crude participation rates for Pakistan by sex, rural/urban areas and provinces are presented in figure-1. Detailed position of crude participation rates is presented in Statistical Appendix Tables 11 to 11.4.

8. For obtaining a better measure of the labour participation, especially of females, few new questions to net in a set of economic activities likely to be carried out within house premises were introduced in Labour Force Surveys, from 1990-91 onwards. Table-5 shows that female participation rates (i.e. 26% in 2001-02 Vs 28% in 2003-04) are substantially higher than shown by the old methodology (10% and 11%). This ratchets up the overall participation rates significantly (37% in 2001-02 Vs 39% in 2003-04) without altering the relative profile overtime. However, due to steeper decline in the urban women's participation, the new urban rate loses a wee bit to level down during the comparative periods. The same generally holds for provinces as well. For further detail Statistical Appendix Tables 12 to 12.4 may be referred.

Table-5
CRUDE ACTIVITY (PARTICIPATION) RATES: PAKISTAN AND PROVINCES

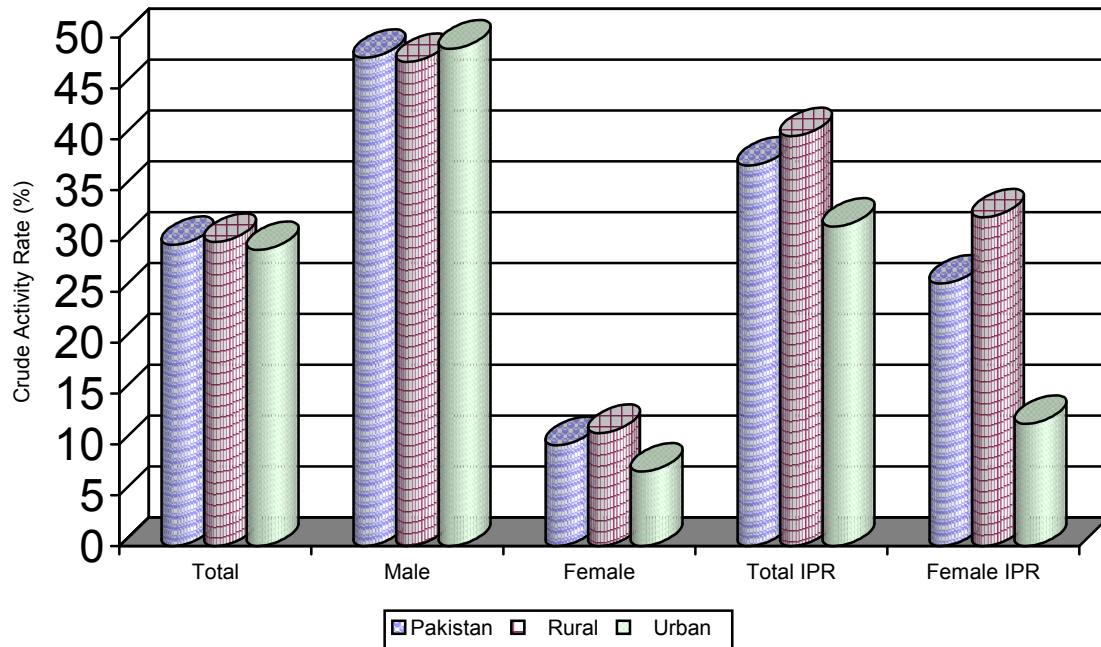
(%)

Province/ Area	2001-02					2003-04				
	Total	Male	Female	* Improved Participation Rate		Total	Male	Female	* Improved Participation Rate	
				Total	Female				Total	Female
Pakistan	29.6	48.0	9.9	37.4	25.8	30.4	48.7	11.2	38.5	27.5
Rural	29.9	47.6	11.1	40.3	32.3	31.0	48.2	13.2	42.2	35.8
Urban	29.1	48.9	7.3	31.4	12.0	29.2	49.8	7.0	31.1	10.8
Balochistan	25.3	44.5	3.6	36.0	25.8	25.7	45.0	4.8	36.2	26.5
Rural	25.7	45.3	3.5	38.1	29.3	26.4	46.1	5.0	39.3	31.8
Urban	23.8	41.3	4.1	27.1	11.0	23.4	41.3	3.9	26.0	9.3
NWFP	23.5	41.7	4.7	36.9	31.6	24.6	42.3	6.9	38.1	33.8
Rural	23.1	41.1	4.6	38.3	35.1	24.5	41.8	7.3	39.8	37.7
Urban	25.8	45.0	5.0	29.0	11.6	25.1	44.8	5.1	29.1	13.1
Punjab	32.5	50.1	14.0	38.3	25.9	33.4	50.6	15.6	39.1	27.1
Rural	33.0	49.6	15.8	40.6	31.1	34.5	50.3	18.4	42.2	33.9
Urban	31.3	51.0	9.9	33.2	13.9	30.9	51.3	9.4	32.3	12.1
Sindh	27.3	47.8	4.1	35.6	21.8	27.9	48.8	4.6	37.6	24.9
Rural	27.6	48.4	4.1	41.9	34.4	27.8	48.3	4.7	45.0	41.0
Urban	26.9	47.3	4.0	29.4	9.2	28.1	49.3	4.4	30.2	8.7

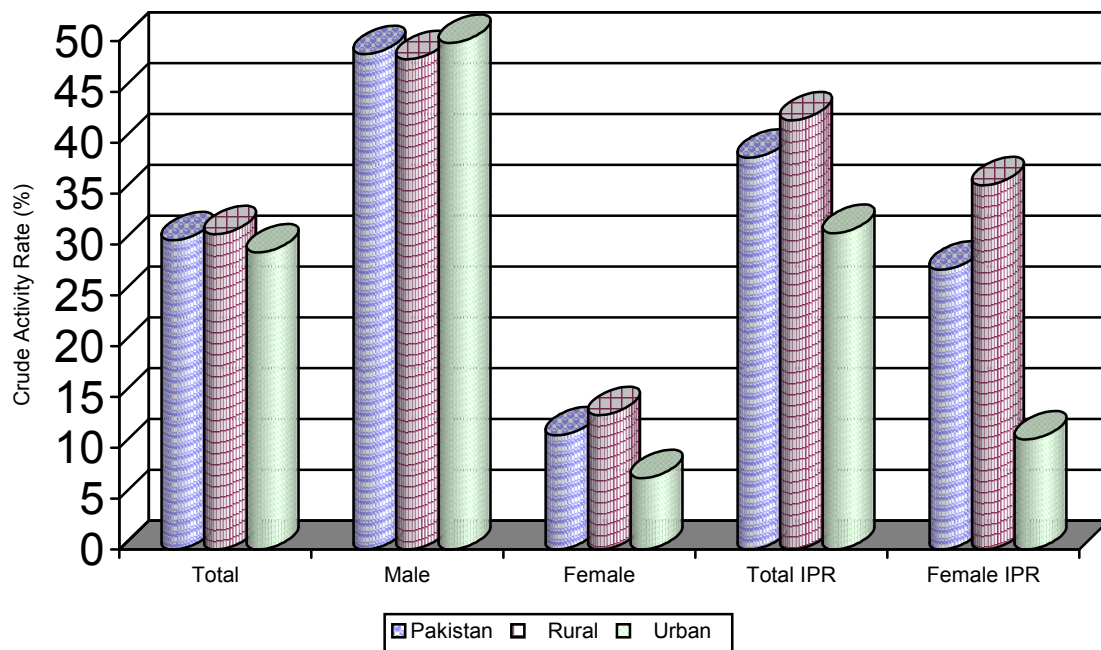
Note:- * According to old methodology, persons 10 years of age and above reporting housekeeping and other related activities are considered out of labour force. However, as per improved methodology, they are identified as employed if they have spent time on the specified fourteen agricultural and non-agricultural activities.

**FIGURE-1 CRUDE ACTIVITY (PARTICIPATION) RATES BY SEX FOR
PAKISTAN, RURAL AND URBAN**

2001-02



2003-04



IPR:- Improved Participation Rates: are based on additional probing questions asked from persons especially females engaged in housekeeping and other related activities.

9. Ala crude activity rate(s), refined activity rate has increased from 43% in 2001-02 to 44% in 2003-04. Provinces also line up in the same order and, males participation rate (71%) is over four-times higher than that of females (16%). Similarly, female refined participation rates obtained through improved methodology are substantially higher than shown by the old methodology. The new refined rates behave in line with their crude twins along the area, province and gender. Rising rural (and stagnating urban rates) bespeak expanding frontiers of informal sector. A comparative picture of refined activity rates for Pakistan and its provinces by rural and urban areas for the current and 2001-02 surveys are given in table-6. Details are given in Statistical Appendix Tables 11 to 11.4 and 12 to 12.4.

Table-6
REFINED ACTIVITY (PARTICIPATION) RATES: PAKISTAN AND PROVINCES

(%)

Province/ Area	2001-02					2003-04				
	Total	Male	Female	* Improved Participation Rate		Total	Male	Female	* Improved Participation Rate	
				Total	Female				Total	Female
Pakistan	43.3	70.3	14.4	54.7	37.7	43.7	70.6	15.9	55.3	39.3
Rural	45.2	72.2	16.8	60.9	48.7	46.3	72.6	19.5	62.9	52.7
Urban	39.9	66.9	10.0	43.0	16.4	39.2	67.1	9.4	41.7	14.5
Balochistan	40.2	68.0	6.0	57.2	43.0	40.0	68.1	7.6	56.4	42.6
Rural	41.5	70.1	6.0	61.6	50.0	42.0	71.5	8.2	62.6	52.1
Urban	35.2	59.8	6.2	40.0	16.6	34.0	58.1	5.9	37.8	14.0
NWFP	36.4	65.2	7.2	57.1	48.3	37.2	65.7	10.2	57.7	50.0
Rural	36.5	65.8	7.2	60.4	54.3	37.5	66.0	10.8	61.1	56.2
Urban	36.1	62.4	7.0	40.6	16.4	35.7	64.3	7.1	41.4	18.5
Punjab	46.3	71.6	19.9	54.7	36.8	47.0	71.8	21.8	55.0	37.8
Rural	48.2	72.9	22.9	59.3	45.1	49.9	73.6	26.4	61.1	48.5
Urban	42.4	69.1	13.4	45.0	18.8	41.0	68.5	12.3	42.8	16.0
Sindh	40.5	70.4	6.1	52.9	32.7	40.5	70.8	6.6	54.5	36.1
Rural	44.3	76.6	6.8	67.4	56.4	43.6	75.8	7.4	70.5	64.3
Urban	37.2	65.1	5.5	40.7	12.8	37.8	66.4	5.9	40.6	11.7

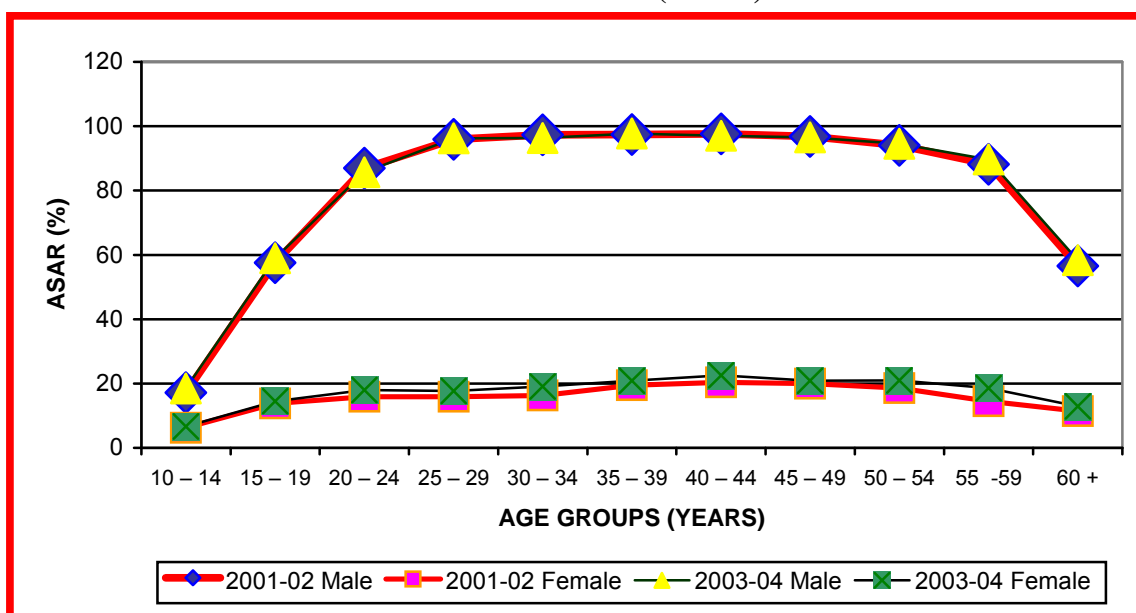
Note:- * According to old methodology, persons 10 years of age and above reporting housekeeping and other related activities are considered out of labour force. However, as per improved methodology, they are identified as employed if they have spent time on the specified fourteen agricultural and non-agricultural activities.

10. Table-7 (and figure 2) presents a comparative picture of age specific participation rates for Pakistan by sex based on 2001-02 and 2003-04 Labour Force Surveys. The rates appear to follow a platty kurtic dome-shaped trajectory through the age intervals with relatively flatter tail for later part of life. This observation holds irrespective of gender. Invariably, this pattern befits the government's delimitation of productive life years. Further, female participation in all age groups have leveled higher in 2003-04 which may be due the increase in informal particularly, farming activities. Detailed information on age specific participation rates is given at Statistical Appendix Tables 11 to 11.4.

Table-7
AGE SPECIFIC ACTIVITY (PARTICIPATION) RATES BY SEX FOR PAKISTAN
 (%)

Age Groups	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
10 – 14	12.0	17.2	6.3	12.8	18.5	6.7
15 – 19	37.2	57.6	13.8	37.4	59.0	14.5
20 – 24	51.2	87.0	15.9	51.5	85.7	18.0
25 – 29	54.3	95.9	15.9	55.6	96.2	17.7
30 – 34	53.9	97.3	16.3	55.3	96.3	19.1
35 – 39	59.5	97.4	19.5	59.0	97.7	20.9
40 – 44	59.8	97.6	20.4	60.1	97.0	22.6
45 – 49	60.2	96.8	20.0	59.8	96.5	20.9
50 – 54	59.5	94.1	18.6	58.1	94.5	21.0
55 – 59	53.9	88.2	14.5	55.9	89.7	18.6
60 +	37.4	56.6	11.4	38.7	58.4	12.9

FIGURE-2 AGE SPECIFIC ACTIVITY RATE (ASAR) BY SEX FOR PAKISTAN



Labour Force: Absolute Figures

11. The absolute figures of labour force have been calculated by multiplying crude participation rate of the respective survey year with the estimated population as on 1st January of that year. The numbers of employed and unemployed persons have been obtained by multiplying the labour force with percentages of employed and unemployed persons. It is observed that 45.23 million of the total population are currently active, termed as “Labour Force”. The labour force has increased from 42.39 million in 2001-02 to 45.23 million in 2003-04. The volume of labour force has increased in all provinces irrespective of area and gender. However, the volume of male labour force has shrunk

slightly in rural NWFP, probably, due to declining farming opportunities and, rural pathan's historical penchant for breaking new grounds especially in trade and commerce. Absolute figures of labour force for Pakistan and its provinces by rural and urban areas for the current and 2003-04 surveys are given in table-8.

Table-8
CIVILIAN LABOUR FORCE: PAKISTAN AND PROVINCES

(Million)

Province/Area	Labour Force					
	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
Pakistan	42.39	35.57	6.82	45.23	37.13	8.10
Rural	28.84	23.63	5.21	30.71	24.30	6.41
Urban	13.55	11.94	1.61	14.52	12.83	1.69
Balochistan	1.71	1.60	0.11	1.91	1.74	0.17
Rural	1.41	1.32	0.09	1.50	1.36	0.14
Urban	0.30	0.28	0.02	0.41	0.38	0.03
NWFP	4.86	4.38	0.48	5.07	4.35	0.72
Rural	4.06	3.66	0.40	4.24	3.61	0.63
Urban	0.80	0.72	0.08	0.83	0.74	0.09
Punjab	26.54	20.96	5.58	27.85	21.44	6.41
Rural	18.70	14.31	4.39	19.76	14.54	5.22
Urban	7.84	6.65	1.19	8.09	6.90	1.19
Sindh	9.28	8.63	0.65	10.40	9.60	0.80
Rural	4.67	4.34	0.33	5.21	4.79	0.42
Urban	4.61	4.29	0.32	5.19	4.81	0.38

Note: - Absolute estimates of labour force 2001-02 has been calculated by using the revised population estimates of 1st January, 2001 and will not tally with the absolute figures published in the report on LFS, 2001-02

Source:- Computed from Statistical Appendix Tables 11 to 11.4 of LFS, 2001-02 and 2003-04.

Employed: Absolute Figures

12. The number of employed persons has increased from 38.88 million in 2001-02 to 41.75 million in 2003-04. This increase has been noted across the board irrespective of gender, area and province. However, the volume of male employment in rural NWFP remained at the same level in the comparative years. It bespeaks that farming has progressively been losing its capacity to keep the incremental labour force productively in situ. The details are given in table-9.

Table-9
EMPLOYED: PAKISTAN AND PROVINCES

(Million)

Province/Area	Employed					
	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
Pakistan	38.88	33.19	5.69	41.75	34.69	7.06
Rural	26.66	22.19	4.47	28.64	22.93	5.71
Urban	12.22	11.00	1.22	13.11	11.76	1.35
Balochistan	1.58	1.51	0.07	1.75	1.63	0.12
Rural	1.32	1.26	0.06	1.39	1.29	0.10
Urban	0.26	0.25	0.01	0.36	0.34	0.02
NWFP	4.22	3.90	0.32	4.41	3.91	0.50
Rural	3.54	3.26	0.28	3.71	3.26	0.45
Urban	0.68	0.64	0.04	0.70	0.65	0.05
Punjab	24.28	19.50	4.78	25.80	20.01	5.79
Rural	17.29	13.43	3.86	18.55	13.74	4.81
Urban	6.99	6.07	0.92	7.25	6.27	0.98
Sindh	8.80	8.28	0.52	9.79	9.14	0.65
Rural	4.51	4.24	0.27	4.99	4.64	0.35
Urban	4.29	4.04	0.25	4.80	4.50	0.30

Note:- Absolute estimates of employed 2001-02 has been calculated by using the revised population estimates of 1st January, 2001 and will not tally with the absolute figures published in the report on of LFS, 2001-02

Source: Computed from Statistical Appendix Tables 11 to 11.4 of LFS, 2001-02 and 2003-04.

Unemployed: Absolute Figures

13. The volume of unemployed has reduced from 3.51 million in 2001-02 to 3.48 million in 2003-04. Rural area has followed the national pattern while urban has surged in the number of unemployed persons, on account of rise in male unemployment. It points out obliquely that traction of secondary and tertiary activities has a bit slackened in the referred period. Punjab, with relative fall in both gender and area specific unemployment, stands out vis a vis three smaller provinces where unemployment leveled higher across gender and area during the comparative periods.

Table-10
UNEMPLOYED: PAKISTAN AND PROVINCES

(Million)

Province/Area	Unemployed					
	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
Pakistan	3.51	2.38	1.13	3.48	2.44	1.04
Rural	2.18	1.44	0.74	2.07	1.37	0.70
Urban	1.33	0.94	0.39	1.41	1.07	0.34
Balochistan	0.13	0.09	0.04	0.16	0.11	0.05
Rural	0.09	0.06	0.03	0.11	0.07	0.04
Urban	0.04	0.03	0.01	0.05	0.04	0.01
NWFP	0.64	0.48	0.16	0.66	0.44	0.22
Rural	0.52	0.40	0.12	0.53	0.35	0.18
Urban	0.12	0.08	0.04	0.13	0.09	0.04
Punjab	2.26	1.46	0.80	2.05	1.43	0.62
Rural	1.41	0.88	0.53	1.21	0.80	0.41
Urban	0.85	0.58	0.27	0.84	0.63	0.21
Sindh	0.48	0.35	0.13	0.61	0.46	0.15
Rural	0.16	0.10	0.06	0.22	0.15	0.07
Urban	0.32	0.25	0.07	0.39	0.31	0.08

Note:- Absolute estimates of unemployed 2001-02 has been calculated by using the revised population estimates of 1st January, 2001 and will not tally with the absolute figures published in the report on LFS, 2001-02

Source: Computed from Statistical Appendix Tables 11 to 11.4 of LFS, 2001-02 and 2003-04.

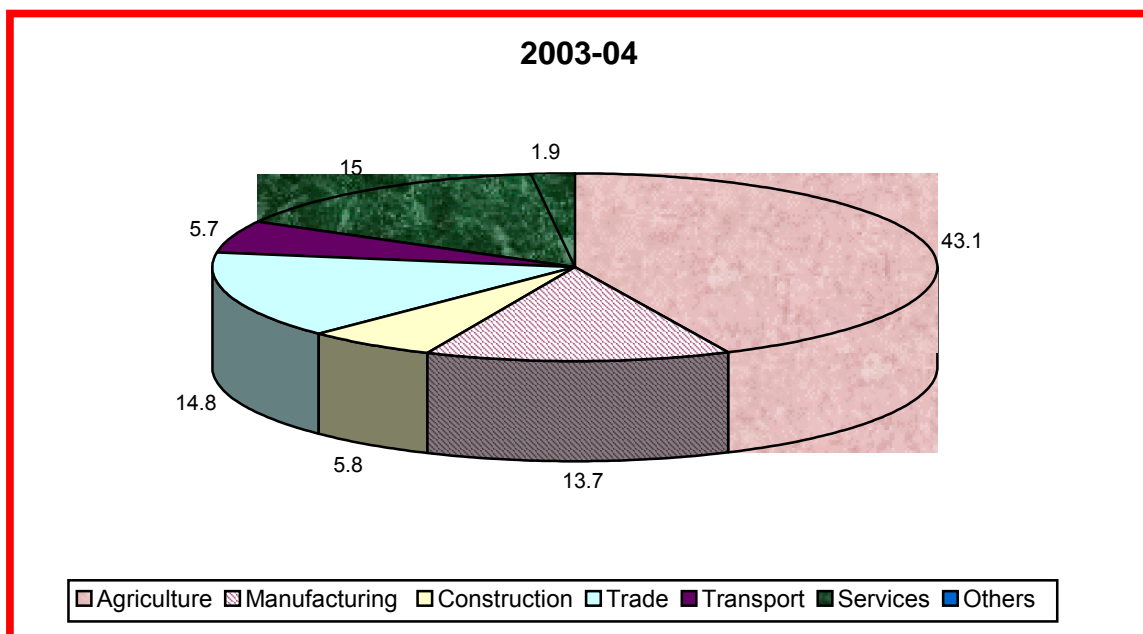
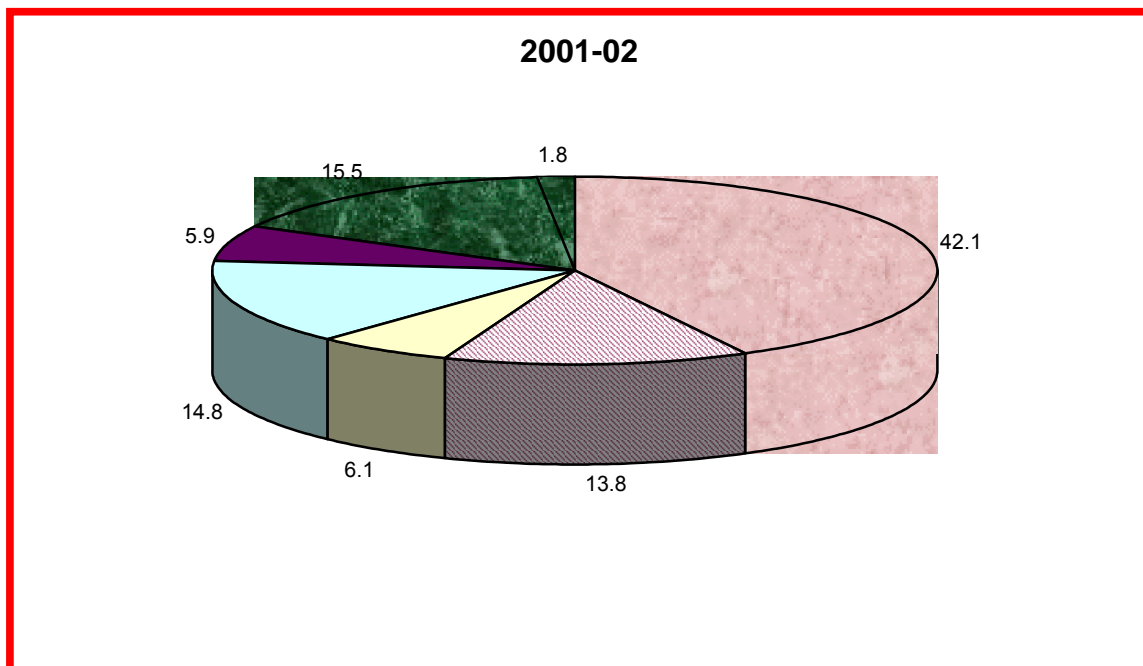
Employed: Major Industry Divisions

14. Agricultural and allied industry, with 43% of the total employed in 2003-04, levels one percentage point higher as compared to 2001-02. As for gender composition, male employment declines while female's climbs more than 2% up. Contrarily, the non-agricultural sector portrays a sort of enervation. For instance, employment in construction sector is down from 6.1% in 2001-02 to 5.8% in 2003-04 and community, social & personal services loses a half percentage point from 15.5% in 2001-02 to 15% in 2003-04. Thus, employability of secondary and tertiary activities has generally decreased. This-in the context of increase in primary (agricultural) sector's employment, especially, of females-owes, probably, to creeping atomization (informalization) and/or, fall in the infusion of technology (investment). Other sectors almost remained unchanged. A comparative picture of the proportions of persons employed in major industry divisions during current and 2001-02 surveys is given in table-11. Industrial distribution of employed persons is shown in figure-3. Data on industrial distribution are detailed in Statistical Appendix Tables 13 to 13.4.

(%)

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FIGURE –3 DISTRIBUTION OF EMPLOYED: MAJOR INDUSTRY DIVISIONS



Employed: Major Occupational Groups

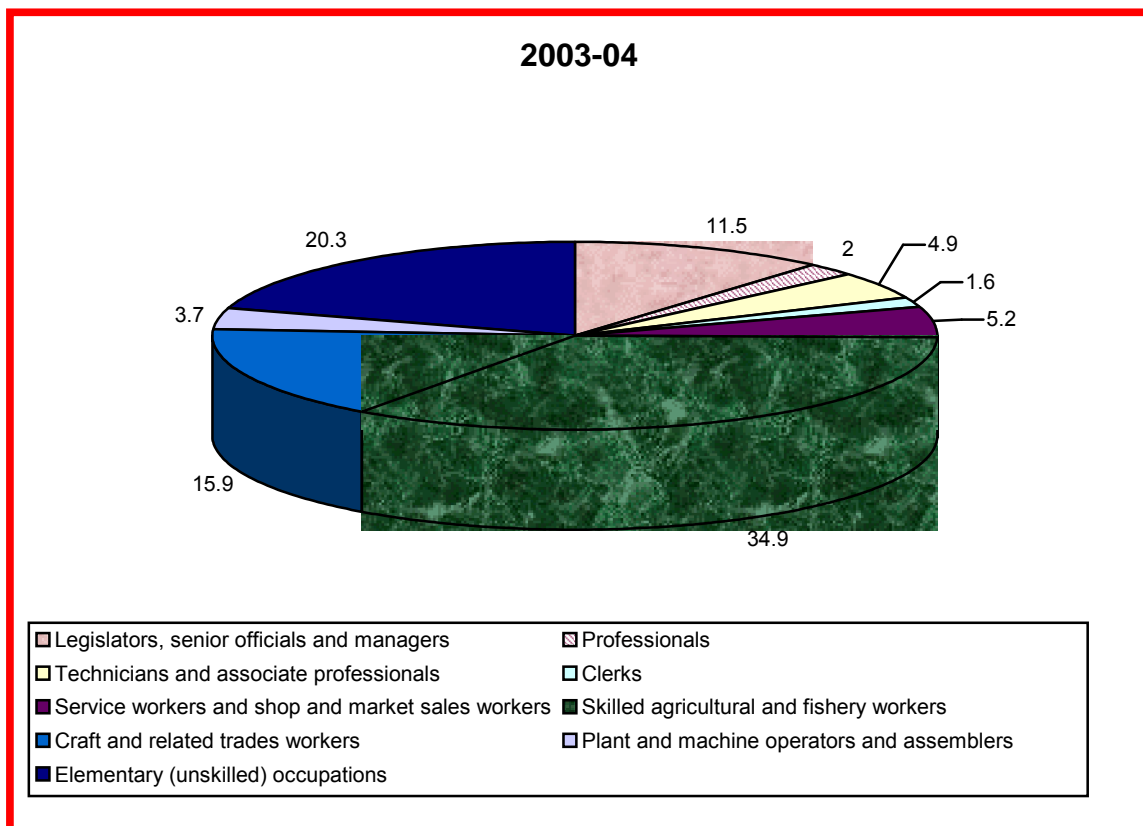
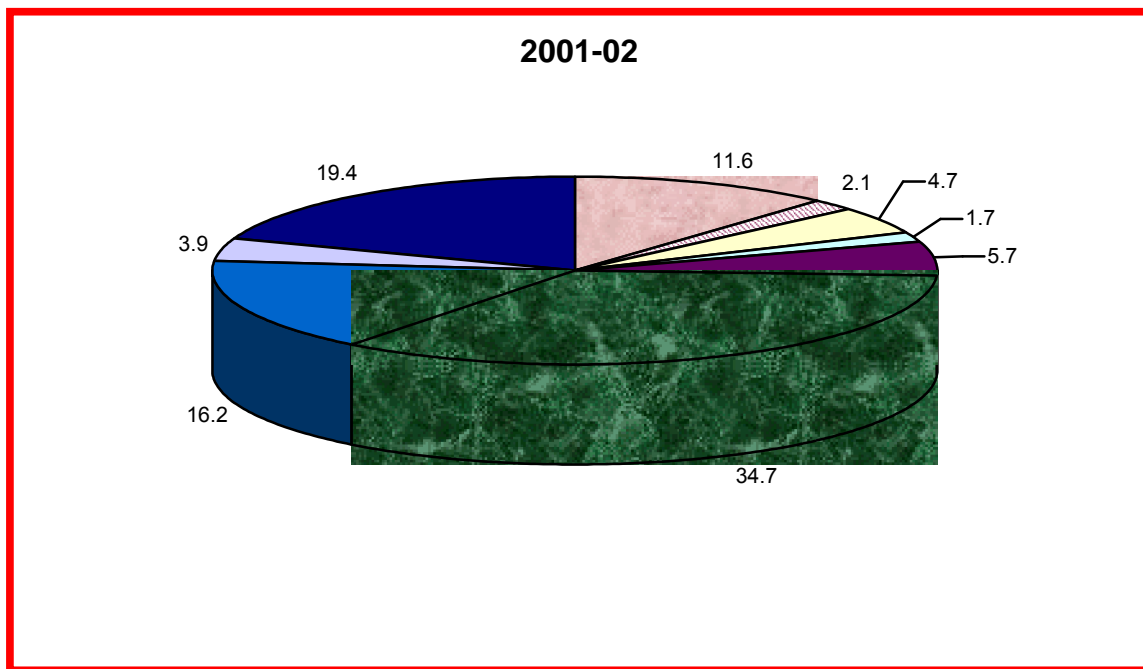
15. As per comparative Labour Force Surveys, employment in all occupational groups has, more or less, flattened/stagnated except in "skilled agricultural and fishery workers"(34.7 versus 34.9%) followed by "elementary (unskilled) occupations" (19.4 versus 20.3%), together accounting for more than half of the employed labour force. It seems that former is home to incremental female labour force as its growth is female-led exclusively. Obverse dynamics of growth prevails in the latter one. Female employment has scaled down across-the-board except in "skilled agriculture and fishery workers" whereas men's employment notched up in the top (legislators, senior officials and managers) and bottom (elementary occupations) rung of the occupational hierarchy. Percentage distribution of employed persons by major occupational groups for the years 2001-02 and 2003-04 is given in table-12. Occupational pattern of employed persons is indicated in figure-4. More information on the content of each of these occupational groups is given in Statistical Appendix Tables 14 to 14.4.

Table-12
DISTRIBUTION OF EMPLOYED: MAJOR OCCUPATIONAL GROUPS

(%)

Major Occupational Groups	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
Legislators, senior officials and managers	11.6	13.2	1.9	11.5	13.5	1.4
Professionals	2.1	2.0	2.5	2.0	2.0	1.9
Technicians and associate professionals	4.7	3.9	9.5	4.9	4.1	8.7
Clerks	1.7	2.0	0.3	1.6	1.9	0.2
Service workers and shop & market sales workers	5.7	6.4	1.3	5.2	6.1	0.8
Skilled agricultural and fishery workers	34.7	33.0	44.3	34.9	32.2	48.4
Craft and related trades workers	16.2	16.4	14.9	15.9	16.2	14.3
Plant and machine operators and assemblers	3.9	4.6	0.2	3.7	4.5	0.1
Elementary (unskilled) occupations	19.4	18.5	25.1	20.3	19.5	24.2
Total	100.0	100.0	100.0	100.0	100.0	100.0

FIGURE-4 DISTRIBUTION OF EMPLOYED: MAJOR OCCUPATIONAL GROUPS



Employed: Employment Status

16. Employed persons are denominated mainly as employees, self-employed, unpaid family helpers and employers. During the comparative periods, the two foremost categories have receded whereas the last one nigh fared at the same level. Thus, the profile of activities likely to siphon labour force from unorganized into organized sector has weakened comparatively. A conspicuously women-led surge in the third one (unpaid family worker) gives credence to the aforementioned observation. Majority (38%) constitutes employees followed by self-employed (37%), unpaid family helpers (24%) and employers (1%). As expected, more female workers are engaged as unpaid family helpers (53%) compared to male workers (18%). Contrarily, more male workers are engaged in the category of self-employed, employees and employers. Comparative data for the current and 2001-02 surveys is given in table-13. Data on employment status in greater detail may be seen at Statistical Appendix Tables-15 to 15.4

Table-13
DISTRIBUTION OF EMPLOYED: EMPLOYMENT STATUS AND SEX

Employment Status	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
Employers	0.8	0.9	0.3	0.9	1.1	0.1
Self-employed	38.5	42.4	15.7	37.1	41.4	15.9
Unpaid family helpers	20.8	16.4	46.9	24.1	18.3	52.8
Employees	39.9	40.3	37.1	37.9	39.2	31.2
Total	100.0	100.0	100.0	100.0	100.0	100.0

Employed: Number of Hours Worked During the Week

17. Of the currently employed persons, 0.7% constitutes the group of people had a job attachment but did not work last week due to certain reasons. On the other end of the spectrum lies a large proportion (31%) of employed persons worked 56 hours or more a week. However, 14% of the employed persons falls left to the water shed “35 hours a week”, liable to be bracketed as under employed. The corresponding figures for urban (8%) and rural (17%) areas points out prevalence of under employment in the latter. However, the predominant proportion (more than 80%) of overworked persons which lie to the right of “35 hours a week” obliquely brings forth the prevalence of lower than subsistence wages in the (fractured) job market. Percentage distribution of employed persons by number of hours worked during reference week for the current survey is given in table-14. Details are provided at Statistical Appendix Tables-15 to 15.4.

Table-14
DISTRIBUTION OF EMPLOYED: HOURS WORKED, 2003-04

(%)									
Area/ Province	Total employed	Not worked	Less than 15 hours	15-24 hours	25-34 hours	35-41 hours	42-48 hours	49-55 hours	56 hours & above
Pakistan	100.0	0.7	1.3	4.2	8.5	15.0	25.9	13.6	30.8
Rural	100.0	0.7	1.5	5.2	10.2	16.9	23.7	13.8	28.0
Urban	100.0	0.8	0.8	2.0	4.7	10.9	30.7	13.3	36.9
Balochistan	100.0	0.5	0.4	1.8	6.9	16.9	42.3	13.2	18.0
Rural	100.0	0.3	0.5	2.1	7.9	17.5	40.5	12.9	18.4
Urban	100.0	1.4	0.1	0.7	3.2	14.4	49.3	14.5	16.4
NWFP	100.0	1.3	1.7	7.4	10.7	18.3	24.9	10.6	25.1
Rural	100.0	1.3	2.0	8.3	11.4	19.3	23.6	10.4	23.9
Urban	100.0	1.4	0.4	2.8	7.6	13.4	31.7	11.5	31.3
Punjab	100.0	0.8	1.6	4.7	9.2	15.2	23.7	13.7	31.1
Rural	100.0	0.8	1.8	5.6	10.8	16.3	22.2	13.7	28.9
Urban	100.0	0.9	1.1	2.5	5.2	12.4	27.4	13.7	36.9
Sindh	100.0	0.4	0.6	1.7	5.9	12.6	29.1	14.9	34.9
Rural	100.0	0.3	0.5	2.2	8.0	17.2	24.4	16.9	30.6
Urban	100.0	0.4	0.6	1.2	3.8	7.8	34.0	12.8	39.4

Note:- Total may not add to 100 due to rounding effect.

Employed: Informal Sector

18. Currently, true to the often-held contention, informal sector accounts for 70% of the employment in main jobs outside agriculture sector. In the same refrain, percentage of employed involved in informal sector (73%) in rural area, is higher compared to that of urban areas (67%). As expected, formal sector activities are more concentrated in urban areas (33%) as compared to rural areas (27%). Since informal activities are predominantly non-agrarian, male workers are relatively more concentrated in informal sector both in rural and urban areas of the country. Informal sector's employment has surged by five percentage points from 65% in 2001-02 to 70% in 2003-04, irrespective of gender and area. For explanation, the aggressive consumer finance schemes launched by various financial institutions is one of the important reasons. However, inhibiting influence of government's long held predilection to generate revenue by hook or crook can not be discounted altogether as a reason for surge in informal activities. A comparative picture of the proportions of persons employed in non-agriculture sector into formal and informal for the current and 2001-02 surveys is given in table-15. Data on major industrial sectors in greater detail may be seen at Statistical Appendix Table-17.

Table-15
DISTRIBUTION OF NON-AGRICULTURE WORKERS INTO FORMAL AND
INFORMAL SECTOR

(%)

Sector	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Formal	35.4	35.3	37.0	30.0	29.6	34.3
Informal	64.6	64.7	63.0	70.0	70.4	65.7
Rural	100.0	100.0	100.0	100.0	100.0	100.0
Formal	31.7	31.5	34.3	27.1	26.7	30.1
Informal	68.3	68.5	65.7	72.9	73.3	69.9
Urban	100.0	100.0	100.0	100.0	100.0	100.0
Formal	38.9	38.9	39.3	32.8	32.2	38.4
Informal	61.1	61.1	60.7	67.2	67.8	61.6

Source: - Computed from Statistical Appendix Table-17.

Informal Sector: Major Industry Divisions

19. According to classification of the informal sector employment by major industry divisions, the largest slice (35%) goes to wholesale and retail trade. Manufacturing sector ranks second with about one-fifth (21%) followed by community, social and personal services (19%), construction (13%) and transport (11%). The other categories including mining & quarrying; electricity, gas & water and finance, insurance, real estate & business services account for less than two percent. Comparative Labour Force Surveys indicate relative decline in all categories except “wholesale and retail trade” and “others” grouping. Both groups reflects relative rise in the male employment. Males employment forms a bit skewed unimodal pattern peaked in wholesale and retail trade while females employment is bimodally apportioned with maximas lying in manufacturing (57%) and community and social services (34%). Percentage distribution of informal sector workers by major industry divisions for the years 2001-02 and 2003-04 is given in table-16. Data in greater detail may be seen at Statistical Appendix Tables 18 to 18.4.

Table-16
DISTRIBUTION OF INFORMAL SECTORS WORKERS: MAJOR INDUSTRY DIVISIONS

(%)

Major Industry Divisions	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Manufacturing	20.9	17.3	57.5	20.6	16.9	57.3
Construction	13.9	15.1	1.3	13.4	14.6	1.2
Wholesale and retail trade	34.0	36.5	7.6	34.6	37.3	7.6
Transport, storage and communication	11.7	12.7	1.0	11.2	12.3	0.3
Community, social and personal services	18.9	17.6	32.4	18.7	17.2	33.5
Others (includes mining & quarrying; electricity, gas & water and finance, insurance, real estate & business services	0.7	0.8	0.2	1.5	1.7	0.1

Informal Sector: Major Occupational Groups

20. Majority (31%) are reported as craft and related trade workers. Nigh a quarter (25%) are legislators, senior officials & managers. About one-fifth (23%) are engaged in elementary (unskilled) occupations. Services workers, shop and market sales workers rank fourth (10%) followed by plant & machine operators & assemblers (6%), technicians & associate professionals (4%) and professionals (2%). As expected, occupational distribution of workers is marked by wide sex differentials. Figures on males sit in the vicinity of overall pattern at wide variance with that of females. Further, apportionment of numbers among activities is, relatively, more even for men than for women. Craft & related trade activities, home to three-fifth (58%) of female and more-than-one quarter male workers (28%), constitute peak irrespective of gender. Among the sizeable groupings “plant and machine operators & assemblers” and “legislators, senior officials and managers” reflect male dominance in the same order. “Professionals” and “technicians and associate professionals” are more tuned to women. “Elementary Occupations” tend to be gender neutral. Except the grouping of legislators, technicians, clerks and elementary occupations, all reflect relative decline during the comparative period. A comparative picture of the informal sector workers classified by major occupational groups for the current and 2001-02 surveys is given in tables-17. Data in detail may be seen at Statistical Appendix Tables 19 to 19.4.

Table-17
DISTRIBUTION OF INFORMAL SECTORS WORKERS: MAJOR OCCUPATIONAL GROUPS

(%)

Major Occupational Groups	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Legislators, senior officials & managers	24.6	26.3	6.8	24.9	26.7	5.9
Professionals	1.8	1.7	2.5	1.6	1.5	2.5
Technicians and associate professionals	2.8	2.3	8.5	3.8	3.2	9.8
Clerks	0.2	0.2	-	0.4	0.5	-
Service workers and shop & market sales workers	9.5	9.9	5.2	9.5	10.1	3.1
Skilled agricultural and fishery workers	0.1	0.1	-	-	-	-
Craft and related trade workers	32.3	29.6	59.9	31.1	28.4	58.6
Plant and machine operators and assemblers	6.4	7.0	0.6	6.1	6.7	0.2
Elementary (unskilled) occupations	22.4	22.9	16.5	22.6	22.9	19.9

Informal Sector: Employment Status

21. The employment status categorizes majority (44%) as self-employed followed by employees (43%). The former, embracing majority (45%) of men and latter, containing better part (46%) of women, are mutually obverse in gender skewness. About one in ten workers (12%) are reported as unpaid family helpers and one & a half percent are identified as employers. The former is home to two-time more women vis-à-vis men while the latter is acutely men centric. As far change in the comparative periods, unpaid family workers, employees and self-employed reflect a modicum of ascent in the same order while employees category a bit recedes. It seems that organized activities tend to concede ground to unorganized ones during the referred periods. Percentage distribution of informal sector workers by employment status for the years 2001-02 and 2003-04 is given in table-18. For further detail data Statistical Appendix Table-20 may be referred.

Table-18
DISTRIBUTION OF INFORMAL SECTORS WORKERS: EMPLOYMENT STATUS

(%)

Employment Status	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Employer	1.0	1.1	0.2	1.5	1.6	0.2
Self-employed	43.6	44.8	31.0	43.7	44.7	34.0
Unpaid family helpers	10.9	10.1	19.1	11.7	10.9	19.5
Employees	44.5	44.0	49.7	43.1	42.8	46.3

Employed: Occupational Safety and Health

22. Questions on occupational safety and health, introduced firstly in Labour Force Survey for 2001-02, are asked from the employed persons ten years of age and above. About one out of thirty-three (2.8%) employed persons has reported some sort of occupational injury/disease. Explicably, the percentage suffered finds male workers (3.2%) more vulnerable relative to female workers (1%). Same holds for rural workers (3.1%) vis-à-vis urban workers (2.2%). Nevertheless, urban women (0.5%) is much more shielded in comparison with her rural and urban compatriots of same and opposite sex. Susceptibility to occupational hazards has improved over time across the area and gender. However, the lot of urban women has improved most eminently. Comparative status of occupational injuries/diseases for the years 2001-02 and 2003-04 are given in table-19.

Table-19
DISTRIBUTION OF EMPLOYED PERSONS 10 YEARS OF AGE AND ABOVE BY STATUS OF INJURIES/DISEASES

(%)

Status of Injuries/Diseases	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Suffered	3.6	3.9	1.5	2.8	3.2	1.0
Not suffered	96.4	96.1	98.5	97.2	96.8	99.0
Rural	100.0	100.0	100.0	100.0	100.0	100.0
Suffered	3.9	4.4	1.4	3.1	3.6	1.1
Not suffered	96.1	95.6	98.6	96.9	96.4	98.9
Urban	100.0	100.0	100.0	100.0	100.0	100.0
Suffered	2.9	3.0	1.9	2.2	2.4	0.5
Not suffered	97.1	97.0	98.1	97.8	97.6	99.5

Occupational Safety and Health: Major Industry Divisions

23. Well nigh half (45%) victims of occupation hazards belong to agricultural sector. Manufacturing account for about one-seventh (15%), followed by construction

(11%), community, social and personal services (10%), wholesale & retail trade (9%) and transport, storage and communication (9%). From the gender perspective, women's exposure is at twice as much exposed to risk as men in agriculture (80 Vs 43%). Contrarily, men are thrice (10 Vs 3%) of women's in wholesale and retail trade. Both categories reflect deterioration over time evenly by gender. Incidence of risk in manufacturing has changed from gender neutral (15% both for men & women) in 2001-02 to gender partial (15 Vs 8%) in 2003-04 in favour of women. Community, social and personal services display improvement in the comparative periods evenly for men & women. Construction also fared well during the comparative periods marked by Labour Force Surveys of 2001-02 and 2003-04. Percentage distribution of employed persons suffered occupational injuries/diseases by major industry divisions for the years 2001-02 and 2003-04 are given in table-20. Data in more detail may be seen at Statistical Appendix Tables 27 to 27.4

Table-20
DISTRIBUTION OF EMPLOYED PERSONS SUFFERED OCCUPATIONAL
INJURIES/DISEASES: MAJOR INDUSTRY DIVISIONS

(%)

Major Industry Divisions	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture, forestry, hunting and fishing	42.9	41.0	71.2	44.9	42.6	79.8
Mining & quarrying	0.1	0.1	-	-	-	-
Manufacturing	14.5	14.5	14.7	14.6	15.0	8.0
Electricity, gas and water	0.7	0.8	-	1.0	1.0	-
Construction	12.5	13.3	1.0	10.7	11.4	-
Wholesale & retail trade and restaurants & hotels	8.6	9.0	3.1	9.1	9.5	3.4
Transport, storage and communication	9.4	9.9	0.9	8.9	9.5	-
Financing, insurance, real estate and business services	0.1	0.1	-	0.5	0.6	-
Community, social and personal services	11.2	11.3	9.1	10.3	10.4	8.8

Occupational Safety and Health: Major Occupational Groups

24. Ala the pattern of major industry divisions, majority of sufferers (39%) are concentrated in skilled agriculture and fishery activities. Comparative survey figures (38 Vs 39%) don't bespeak improvement over time. Women's exposure to risk has increased from one and half (56 Vs 36%) of men's in 2001-02 to more the twice (76 Vs 36%) in 2003-04. Since three-fourth of women victims belong to this group, one need not be feminist to get alarmed. Craft & related trade activities and elementary occupations are the next major occupational groups (21%) followed by legislators, senior officials & managers (6%) and plant and machine operators & assemblers (6%). The former two reflect, more or less, flip-side of the state of occupational safety during the comparative periods. Men's

exposure to risk has increased steadily whereas that of women steeply declined. Profile of the second group is much sharper relatively. The latter two groups exhibit improvement during the comparative periods. Gender composition of the incidence of occupational health hazards remains same over time in the 1st one. No such observation seems to be in order for well nigh masculine group of “plant and machine operators and assemblers”. Other relatively minor occupations have experienced a slight decline in the proportions of suffered workers. Distribution of employed persons with reported occupational injuries/diseases by major occupational groups for the years 2001-02 and 2003-04 is given in table-21. For more detail on province, area and sex Statistical Appendix Tables 28 to 28.4 is referred.

Table-21
DISTRIBUTION OF EMPLOYED PERSONS SUFFERED OCCUPATIONAL
INJURIES/DISEASES: MAJOR OCCUPATIONAL GROUPS

(%)

Major Occupational Groups	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Legislators, senior officials & managers	6.7	7.0	3.1	6.3	6.4	3.4
Professionals	0.3	0.2	0.8	0.4	0.4	-
Technicians and associate professionals	2.3	2.1	5.0	2.3	2.3	1.6
Clerks	1.2	1.2	-	1.0	1.1	-
Service workers and shop & market sales workers	3.8	4.0	1.2	2.8	3.0	-
Skilled agricultural and fishery workers	37.6	36.4	55.9	38.7	36.3	76.3
Craft and related trade workers	20.9	21.3	15.9	21.4	22.1	11.2
Plant and machine operators and assembles	7.4	7.8	0.9	5.7	6.1	-
Elementary (unskilled) occupations	19.8	20.0	17.2	21.4	22.3	7.5

Occupational Safety and Health: Employment Status

25. Quite explicably, the majority (49%) of sufferers falls in the category of self-employed, The comparative proportions (46% in 2001-02 Vs 49% of 2003-04) adduce risk as increasing function of time for self employed. Further, self-employed men’s exposure to risk has increased during the comparative periods whereas that of women has declined steeply. The second important category is employees (41%) followed by unpaid family helpers (10%). Both groups seem to be improving over time. The former reflects sharp improvement in the lot of women as comparative proportions (27% in 2001-02 Vs 7% in 2003-04) bear out. The latter-home to majority of women sufferers-paints acutely rising exposure to risk from four times (41% Vs 10% in 2001-02) to more than eleven time (68% Vs 6%) as higher as that of men. This bespeaks “much lesser half” status of the female unpaid family helpers. Employers with insignificant proportion appear to have

arrogated themselves preeminent claim over safety regime. Percentage incidence of occupational injuries/ diseases by employment status for the survey years 2001-02 and 2003-04 is given in table-22. For further detail Statistical Appendix Table 29 is referred.

Table-22
DISTRIBUTION OF EMPLOYED PERSONS SUFFERED OCCUPATIONAL INJURIES/DISEASES: EMPLOYMENT STATUS

(%)

Employment Status	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Employers	0.8	0.8	0.4	0.7	0.8	-
Self-employed	45.9	46.9	31.2	48.7	50.2	25.2
Unpaid family helpers	12.3	10.4	41.4	10.1	6.3	67.9
Employees	41.0	41.9	27.0	40.5	42.7	6.9

Occupational Safety and Health: Types of Treatment Received

26. It is observed that majority (61%) of the sufferers are reported to have consulted a doctor or other medical professionals. Of the total, 19% have taken time off work and 12% have been hospitalized. Seen in the context of relative rise in former and, decline in latter two activities, it appears that affordability to pursue treatment is on decline, probably, due to (all or any) lack of financial support, paucity of facilities, strict regimentation at the work place. According to gender composition of the tabulated categories, women have got more savvy for doctor's advice relative to men (64 Vs 61%) Similarly, women appear to be better disposed to take time off work (21 Vs 19%). However, the event of hospitalization, though significantly men-centred, has declined gender-neutrally during the comparative periods. Auspiciously, non category-stemming, probably, from aversion/inhibition/lack of access to doctor's advice-has also declined steeply. The remaining 8% did not avail themselves any of the aforementioned option. Percentage incidence of occupational injuries/diseases by type of treatment received for the years 2001-02 and 2003-04 is given in table-23. For provincial and rural-urban details Statistical Appendix Table 30 may be referred.

Table-23
DISTRIBUTION OF EMPLOYED PERSONS 10 YEARS OF AGE AND ABOVE SUFFERED OCCUPATIONAL INJURIES/DISEASES BY TYPES OF TREATMENT RECEIVED

(%)

Types of Treatment Received	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Hospitalized	14.7	15.0	9.9	12.2	12.6	6.3
Consulted a Doctor or other Medical Professional	48.8	48.6	51.5	61.1	60.9	64.3
Took time off work	19.3	19.6	15.4	19.0	18.8	21.4
None	17.2	16.8	23.2	7.7	7.7	8.0

Occupational Safety and Health: Parts of Body Injured

27. Majority of the workers (45%) received injuries of general nature, followed by the injury of lower limb (20%), upper limb (16%), multiple locations (9%) and head injuries (7%), the latter most should be noted with concern, as it may cause death, partial or complete disablement and loss of intellectual abilities. The foremost category reflects increasing women's exposure to risk from equal (52% each) in 2001-02 to twice (82 Vs 43%) as higher as that of men. Better coverage/reporting might well be one of the reasons. Incidence of limb injuries has been on rise. More men with rising incidence over time have been succumbing to this type of affliction as opposite to women. "Multiple location" type has shrunk over time, steeply for women whereas, gender neutral incident of head injury has mercifully been sagging in frequency. Proportions for trunk injuries across the time and gender, levels, more or less, same in 2003-04 except for women, where no trunk injury has been reported. Percentage incidence suffered occupational injuries/diseases by parts of body injured for the years 2001-02 and 2003-04 is given in table-24. For provincial and rural/urban detail Statistical Appendix Table 31 is referred.

Table-24
DISTRIBUTION OF EMPLOYED PERSONS 10 YEARS OF AGE AND ABOVE
SUFFERED OCCUPATIONAL INJURIES/DISEASES BY PARTS OF BODY INJURED
(%)

Parts of Body Injured	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Head	7.9	7.7	9.7	6.7	7.1	-
Neck	1.4	1.4	0.4	1.9	2.0	0.5
Trunk	1.9	1.9	1.5	1.7	1.8	-
Upper Limb	11.7	11.0	22.4	15.9	16.2	12.6
Lower Limb	12.6	13.1	6.3	19.8	20.8	3.4
Multiple Locations	12.4	12.7	7.3	8.9	9.3	1.9
General Injuries	52.3	52.2	52.4	45.1	42.8	81.6

Unemployed Labour Force: Unemployment Rates

28. Unemployment rate is defined as the percentage of unemployed labour force to the total labour force. The data shows that overall unemployment rate has decreased from 8.3% in 2001-02 to 7.7% in 2003-04, due, mainly, to steeper decline in women's unemployment (17 Vs 13%) vis-à-vis that of men (6.7 Vs 6.6%). Age specific unemployment rates form a spectrum of two-different hues. The 1st one encompasses three up-start age groups (10-24) with respect to size of unemployment. This group exhibits women-led decline in unemployment overtime. Men's unemployment has also shrunk except for the latter most (20-24) interval. The 2nd part of the spectrum spans over seven age groups between 25 to 59 years. This grouping reflects mildly rising men-led profile of unemployment over time save for the fourth (40-44) and last two (50-59) age interval. Women's unemployment has consistently been on decline across the constituent age intervals. The unemployment rates of beyond retirement age may partly be accrued by the re-entrance of retired people into economically active life because of the absence of social

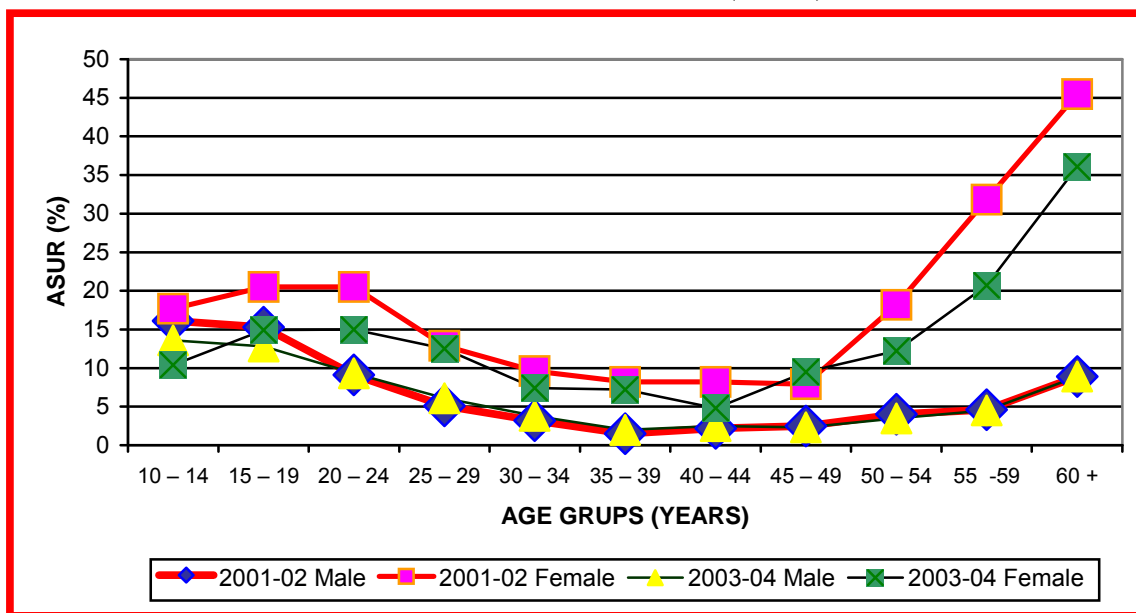
securities for them. The unemployment rates as revealed in current and 2001-02 surveys may be seen in table-25 and figure 5. Detail is given at Statistical Appendix Tables 11 to 11.4.

Table-25
UNEMPLOYMENT RATES: SEX AND AGE

(%)

Age Groups	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
Ten years & above	8.3	6.7	16.5	7.7	6.6	12.8
10 – 14	16.5	16.1	17.7	12.8	13.6	10.4
15 – 19	16.2	15.3	20.5	13.2	12.8	14.9
20 – 24	10.9	9.1	20.5	10.3	9.3	15.0
25 – 29	6.3	5.1	12.9	7.1	6.1	12.5
30 – 34	4.2	3.2	9.6	4.5	3.8	7.4
35 – 39	2.6	1.5	8.2	2.9	2.0	7.2
40 – 44	3.2	2.2	8.2	2.9	2.5	4.8
45 – 49	3.3	2.5	7.9	3.5	2.3	9.5
50 – 54	6.0	4.0	18.2	5.1	3.5	12.2
55 – 59	8.0	4.6	31.8	7.1	4.5	20.7
60 years and above	13.6	8.9	45.5	12.8	8.9	36.1

FIGURE-5 AGE SPECIFIC UNEMPLOYMENT RATES (ASUR) BY SEX FOR PAKISTAN



29. The over all unemployment rates in Pakistan seems low. In the absence of social security and unemployment insurance schemes, remaining out of work is hardly workable proposition even after retirement. In order to eke out something to make the both ends meet, even partly, the bulk of population must engage all the times in some sort of economic activity, irrespective of the size of earning. Thus, a vast proportion of people worked less than” 35 hours a week”, notwithstanding their quest for alternative or

additional work, may be considered as employed at fringe or underemployed. Unemployment rate in 2003-04 whittles down to 8.9% if persons worked less than 15 hours during the reference week are treated as unemployed. As such, unemployment has thus receded during the comparative periods, steeply for rural areas and fair sex. The comparative picture of unemployment rates including underemployed (worked less than 15 hours during reference week) by sex and area for the Labour Force Surveys, 2001-02 and 2003-04 is given in table-26.

Table-26
UNEMPLOYMENT RATES INCLUDING UNDEREMPLOYED WHO WORKED LESS
THAN 15 HOURS DURING REFERENCE WEEK

(%)

Areas	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
Pakistan	9.7	7.5	21.1	8.9	7.2	16.7
Rural	9.3	7.1	19.0	8.2	6.4	14.9
Urban	10.7	8.4	28.2	10.5	8.7	23.7