DECENT WORK INDICATORS: A WAY FORWARD FOR POLICY MAKERS AND DATA USERS IN PAKISTAN

Action Area A. Innovations in meeting user demand for development data (SA2)

Engaging users and investing in statistics

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Leaving no one and nowhere behind
Decent work sums up the aspirations of people for:

- Productive/Secure Employment
- Fair Income/Wage
- Social Protection
- Security in the work place
- Participation in decision making
- Equal opportunity and treatment for all
Elements and Statistical Indicators of Decent Work

18 Main Indicators

25 Additional Indicators

Grouped in 10 Elements

Employment opportunities
Adequate earnings and productive work
Decent working time
Combining work, family and personal life
Work that should be abolished
Stability and security of work
Equal opportunity and treatment in employment
Safe work environment
Social security
Social dialogue, employers' and workers' representation

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METHODOLOGY

- Use LFS micro data 2008-2018
- Tabulation of Decent Work Indicators
- Discussion, Conclusion and Recommendations

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Decent work Indicators

Workers below poverty line 50.1 Million

24.3% of the Population

Total Population 207.7 Million

Working Age Population 147.91 Million
Youth Population 39.9 Million

27% of the Population

Labour Force 65.5 Million

Employed= 61.7 Million
Unemployed 3.79 Million

Unemployment rate 5.8%

Male 5.1%
Female 8.3%

Source: Pakistan Labour Force Survey 2017-18
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Decent work Indicators

Labour Force Participation Rate
- Both Sexes: 44.3%
- Male: 68.0%
- Female: 20.1%

Average Monthly Wages
- Both Sexes: Rs.18754
  - Male: Rs.19943
  - Female: Rs.11884

Employment to Population Ratio
- Male: 79
- Female: 21
- Both Sexes: 50

Master & High Degree holder
- Both Sexes: 38.6%
  - Male: 30.7%
  - Female: 48.0%

Source: Pakistan Labour Force Survey 2017-18
Mean Hours Work/Week

- Both Sexes = 47.4 Hours/Week
- Male = 51.0 Hours/Week
- Female = 34.7 Hours/Week

Excessive Hours Work

- Both Sexes = 40%
- Male = 49%
- Female = 10%

Youth NEET

- Both Sexes = 30%
- Male = 5%
- Female = 55%

Decent work Indicators

- Formal & Informal Employment
  - Formal = 28.1%
  - Informal = 71.9%

Source: Pakistan Labour Force Survey 2017-18

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CONCLUSION

• Our results show that limited job opportunities with ample supply of labour raises unemployment rate particularly in youth and female.
• Female Labour Force participation rate is very low in comparison to male counterpart.
• The trend in gender wage gap is quite alarming in Pakistan. Similarly, minimum wage law exists but not obeyed and workers are paid less specifically to women workers in informal sector.
• Youth play a bloodline role in economic prosperity of country, 31% of youth is neither in education nor in Job.
• Forty percent of the workers works beyond the normal working hours. Excessive working hours usually resulted in low hourly income, physical & mental health and also decline productivity.

• In net shell data of decent work indicators is available for data users and Policy Makers. The use of these indicators in policy making is the dire need of the time.
THANK YOU