

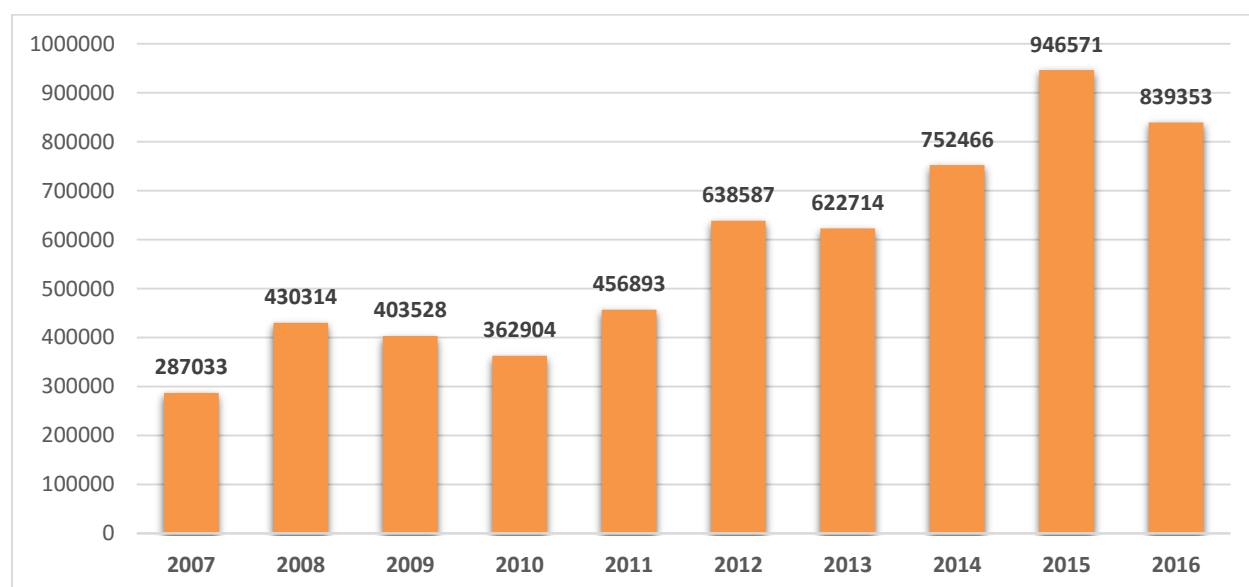
SECTION III

TRENDS OF EXPORT OF MANPOWER

This section presents the performance of Bureau (H.Q)'s and its regional offices namely "Protectorates of Emigrants during the year 2016 (January to December) for the export of Pakistani manpower to other countries. It highlights the patterns/trends of migration with comparative analysis of 2015-16 as well as that of the month, country, regional, district categorical and protector-wise analysis. Further, it discusses the skill composition of emigrants with top countries of destination along with the remittances sent by overseas Pakistanis. Moreover, it highlights the manpower analysis along with reasons of workforce decline particularly in GCC Countries.

Pakistan's Manpower Export to Other Countries (2007-16)

Graph 1:



Graph 1 highlights the migration trend of previous twelve years. The year 2015 is at the top when 946,571 Pakistanis proceeded abroad. This figure has been the highest so far in the history of BE&OE. But in 2016, export of manpower declined as compared with 2015. Total decline in terms of number is 107,218 in 2016 as compared to that of 2015 when 946,571 emigrants left the country for foreign destinations. But the total number of emigrants in 2016 is still the second

highest as shown by the graph, thus showing a relative and not an absolute decline. Moreover, the data of previous five years indicates the constantly increasing trend in overseas migration

Region Wise data of Pakistani Emigrants (1971-2016)

As a populous country whose population and work force is global in outlook, Pakistan has been providing labour force to different parts of the world and the total number of Pakistani overseas workers and their families all over the world is estimated to be 9.6 million registered through formal channels. However, in recent years the countries of the Gulf have been their principal destination.

With their high-income economies, the countries of the Gulf Cooperation Council (GCC) attract work force from all over the world. As GCC countries continue to grow rapidly, potential migrants worldwide are becoming more aware of countries such as Saudi Arabia and the United Arab Emirates (UAE) as possible destinations to seek economic opportunities and employment.

Table:

S.#	Countries	1971-2016	PERCENTAGE
1	GCC	9240053	96.14%
2	Other Middle Eastern Countries	101169	1.05%
3	Africa	97268	1.01%
4	Malaysia.	80260	0.84%
5	EU	31985	0.33%
6	Korea	15450	0.16%
7	Others	44735	0.47%
	Total:	9610920	100.00%

However, Pakistan has significant share, more than 96% in GCC Countries out of total migrant workforce all over the world. Saudi Arabia and UAE are the largest source destination countries for Pakistani manpower. At present, Saudi Arabia has the highest number of Pakistani labour force about 4892108 (50.90%), followed by 3180946 (33.10%) in the UAE. Other attractive destinations for Pakistani emigrants in the GCC are Oman 797828 (7.26%), Kuwait 182228 (1.90%), Bahrain 151851 (1.58%) and Qatar 135092 (1.41%). About 1.05% of the migrants

proceeded to other Middle Eastern countries, whereas, 1.01% Pakistanis went to African countries for the purpose of employment.

Major shift of export of Pakistani manpower to especially to GCC Countries was seen in early 1970s. A number of pull and push factors were responsible for this movement. The demand for manpower in the Gulf increased many fold due to the increasing role of oil in the world economy and rise in its prices. Simultaneously, Pakistan was passing through a serious economic and political crisis.

Malaysia is another important market where more Pakistani manpower can be absorbed. To get the maximum benefit of emerging market, the Secretary, Ministry of Overseas Pakistanis and Human Resource Development had paid visit to Malaysia when the OEPs are also trying their level best to capture the Malaysian market. The manpower towards Malaysia is at rapid in many sectors including construction, agriculture, furniture etc. Malaysian exports include:

- Electronic equipments
- Petroleum & LNG
- Wood and Wood products
- Palm oil
- Rubber
- Textile
- Chemicals etc.

Moreover, Pakistani manpower is also inclined towards South Korea, as a large number of skills jobs are available in it. European Union (EU) countries are not traditional manpower importing countries. They used to hire Highly Qualified and Highly Skilled/Professional Pakistanis, whose percentage is lower than unskilled. Furthermore, EU countries used to urge their 27 states citizens to work within their union so that the pressure of immigration would be reduced.

The availability of large scale labour force from Pakistan owed to a combination of economic social and institutional factors: modernization of agriculture in Central and Southern Punjab which pushed out rural work force, the reversal of large scale industrialization which slowed down the pulling capacity of urban centers like Karachi, and continuation of rapid population growth. In terms of social structures, there already existed the social acceptability of sending

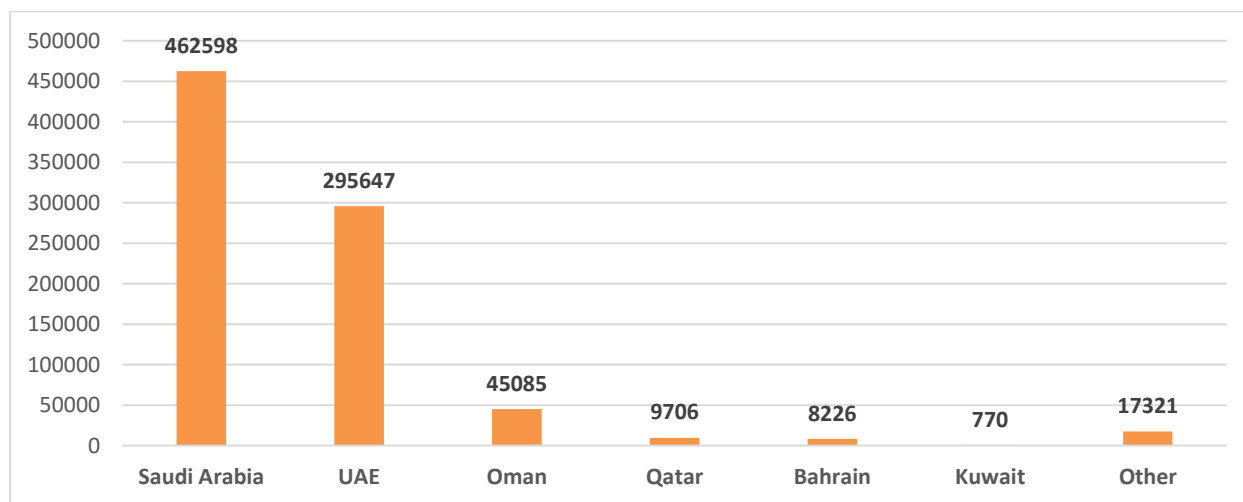
young males for extended periods of work to long distance destinations, while their families were cared for in extended family arrangements at their ancestral places. (Dr. Ijaz Shafi Gilani 2008)

The Pull factors in the labour importing countries were equally powerful during the same period and have been adequately documented elsewhere. Energy came to dominate global economic growth. Oil became the major source of energy, its prices rose and provided large sums of disposable money to countries which had extremely small population and whose physical as well as economic infrastructure was rudimentary.

In 2016, a total decline is witnessed by 107,218 as compared to 2015 mainly due to declining of oil prices which severely affected the economies of GCC Countries. The table 1 illustrates that there is more room available other than GCC countries and drastic measures are required for export of Pakistani manpower to other non-traditional countries. For this purpose, highly skilled manpower is required to capture the other markets/avenues. Government of Pakistan is fully aware of this fact and formulating the plans and policies accordingly. Training institutes' i-e NAVTEC/TEVTA are designing the course curriculum keeping in view the future market trends.

Country Wise Migration Trend in 2016.

Graph :

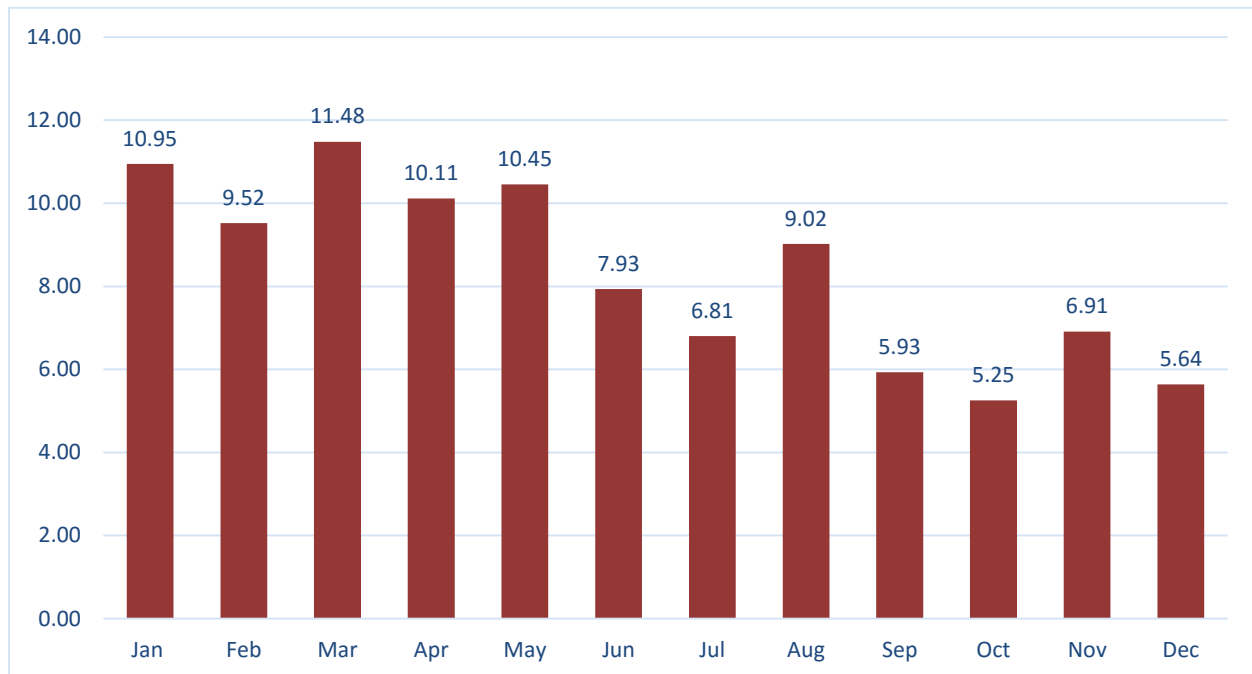


The graph above indicates the pattern of migration especially to GCC countries during 2016. Saudi Arabia is the largest manpower import country where more than 55 percent of Pakistani workers went for employment followed by UAE 35%, Oman 5.37%, Qatar 1.16% and other

countries 2.06 percent. GCC countries especially Saudi Arabia and UAE are traditional manpower import countries and the large strata of unskilled and semi-skilled labor force get employment opportunities specifically in infrastructure/ construction related activities. In other countries, the number of Pakistani emigrants is very low which needs to increase in future. The new market avenues for overseas employment other than Gulf Countries need to be discovered.

Month Wise Pattern of Migration in 2016

Graph :

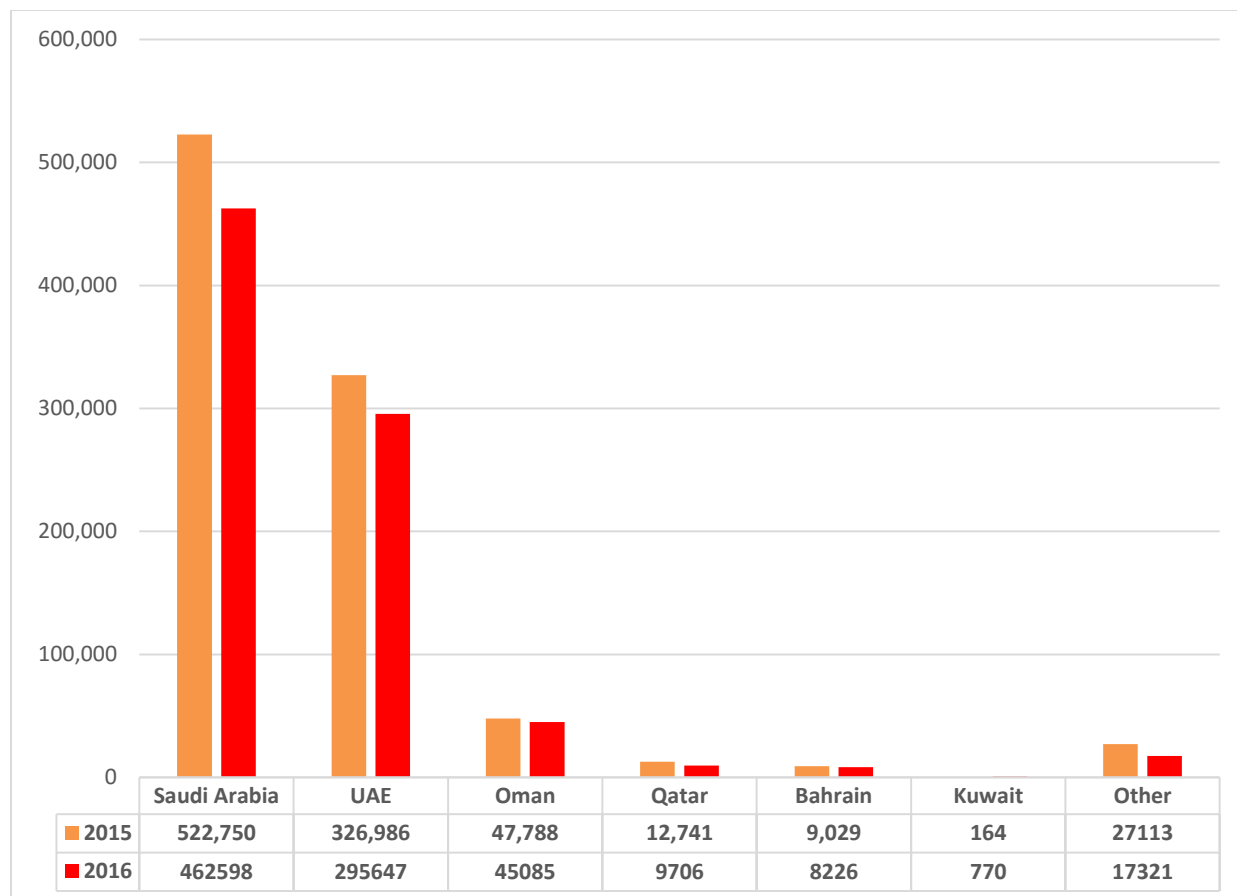


The above shows the month wise pattern of emigration. The trend reflects the growth from first half of the year and declining trend is observed in second half of the year. The month of March is more significant in which more than 11 percent emigrants proceeded abroad for employment. On the other hand, decline is seen from September to December 2016. In these months, major decline of Pakistan origin manpower is observed especially in Saudi Arabia. These stranded workers were in trouble since they did not have enough money to travel home, nor can they legally stay in Saudi Arabia because of which they were confined to company-owned camps in different parts of the Kingdom. Pakistanis migrant workers were not the only ones stranded in Saudi Arabia without pay or their permits being renewed. About 20,000 Filipinos and 10,000 Indianans migrant were also stranded in Saudi Arabia. Government of Pakistan took notice of the issue and announced the relief package of Rs. 500 million for affected families.

In this connection a report was published in Daily Dawn on 7th February, 2017 which highlighted that 39000 Pakistani workers have been repatriated by Saudi Arabia in last four months due to violating the rules of residence and work.

Country Wise Comparison 2015-16

Graph :

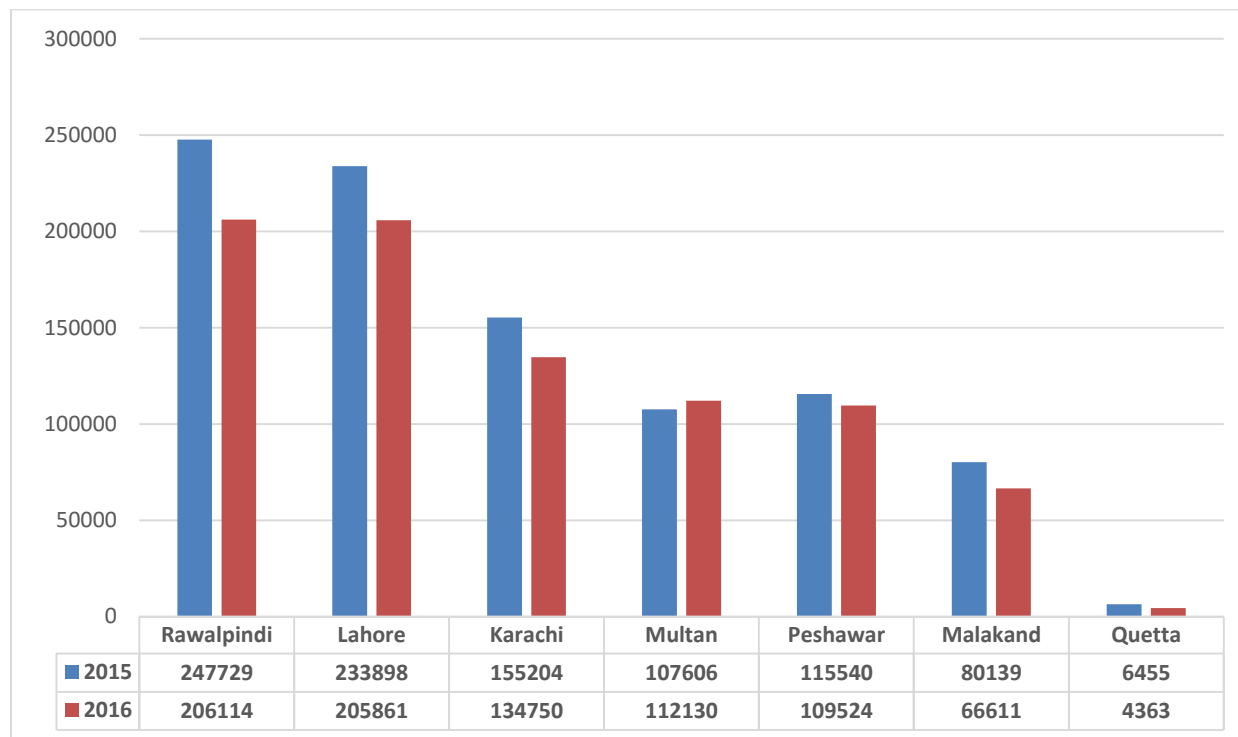


The chart indicates the country wise comparison of emigration process. It clearly indicates the declining trend in all the categories except Kuwait. In 2016, about 462,598 emigrants proceeded to Saudi Arabia as compared to 522,750 in 2015. Comparative analysis shows the 11 percent decline of manpower in 2016 followed by 9.58 % decline in UAE. Among GCC countries, major decline is observed in Qatar which is about 24 % compared to 2015. This area needs attention which needs to be focused because Qatar is an important manpower import country where a mega international event, FIFA World cup is going to be held on 2022. It will create millions of jobs and Pakistan Government is making efforts to utilize this opportunity. Due to constant efforts of Prime Minister, Government of Pakistan and Punjab Government, Emir of Qatar has

announced the 100,000 jobs for Pakistani workforce. Technical training is essential for our future labour force in GCC to fully utilize this opportunity. In this regard, BE&OE is in collaboration with training institutes like NAVTTC/TEVTA for curriculum development of training courses.

Export of Manpower through Protectorate Offices 2015-16

Graph :



There are seven regional offices named as Protectorates of Emigrants. The overhead illustrates the protector wise export of manpower to other countries during 2015-16. The percentage wise protectors' data are as follows:

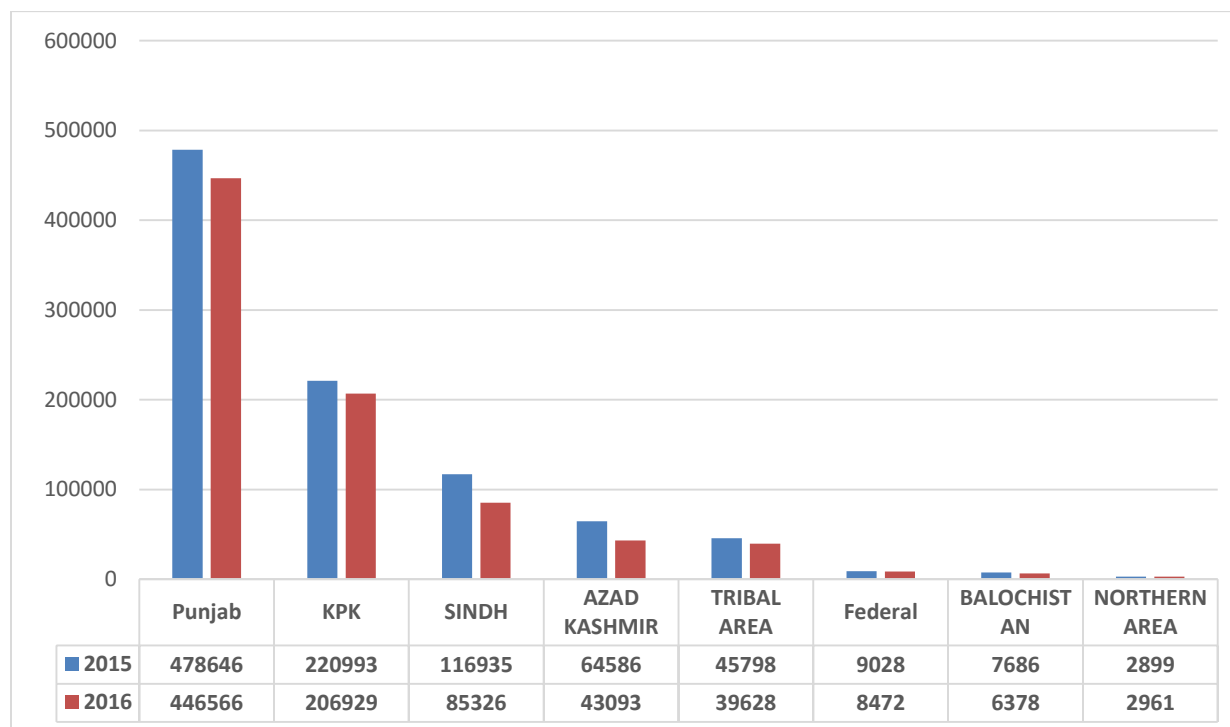
S.No.	Protector of Emigrant	Manpower Export	Percentage
1	Rawalpindi	206114	24.56%
2	Lahore	205861	24.53%
3	Karachi	134750	16.05%
4	Multan	112130	13.36%
5	Peshawar	109524	13.05%

6	Malakand	66611	7.94%
7	Quetta	4363	0.52%
	Total:	839353	100.00

Quetta is on the lower side, in terms of manpower export to other countries as compared to other protectorates. On the other hand Multan is the only protectorate where there was increase of 4524 (4.20%) as compared to 2015.

Province Wise Migration Trend (2015-16)

Graph:



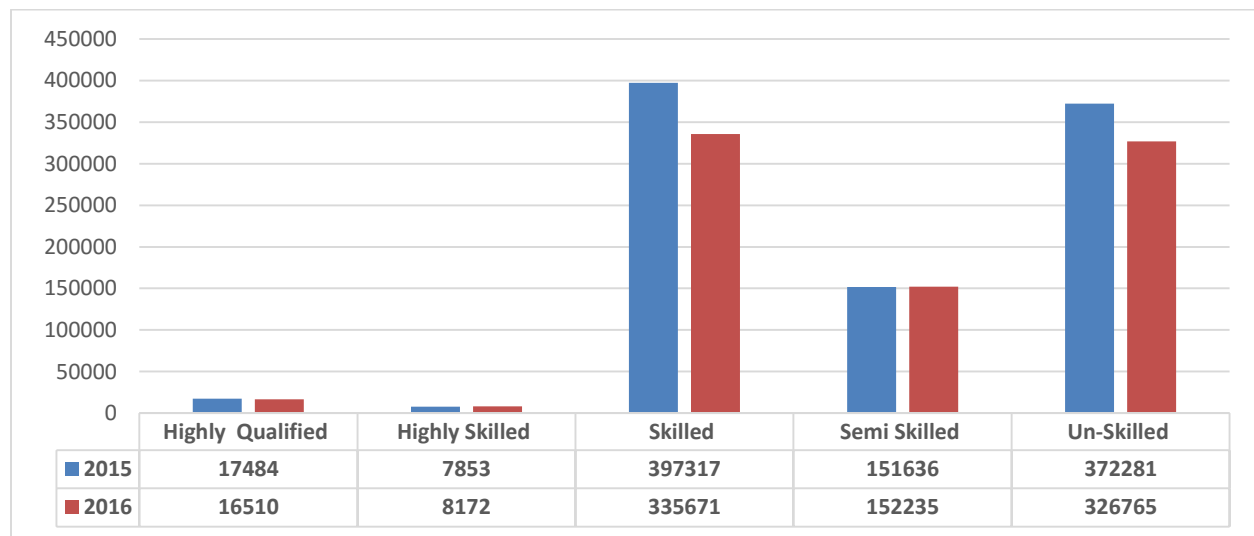
(Source: Ministry of Finance 2015-16)

The graph above describes the province wise migration trend during 2015-16. Among the provinces, Punjab is the largest in terms of population. Its total share in population is about 55 percent followed by Sindh 23%, KP 13%, Baluchistan 5%, AJK 2.2%, Fata 2.3% and Gilgit Baltistan is 0.6%. As Punjab is the most populated province and its share in migration is higher 446,566 (53.20%) as compared to the other provinces. Its migration share is in line with its share in total population. The second highest province in terms of migration is KP where

206929(24.65%) of emigrants proceeded abroad during 2016. It is interesting to note here that KP's share in total population is about 13 % but its share in migration is 24.65 % which shows the inclination of KP's people for overseas employment. Sindh stands on third where 85326(10 %) of the total emigrants proceeded abroad. The migration pattern is vice versa in Sindh and KP when the share of both the provinces in total population and migration is compared. The trend of overseas employment is quite positive in AJK and Tribal areas. The Baluchistan province is lagging behind in terms of migration and the low number of emigrants directly correlates with the low number of OEP's working in Quetta. According to the latest figures of BE&OE regarding active OEP's there are only 4 OEP's working in Quetta.

Skill Composition of Emigrants 2015-16

Graph:



There are more than 40 occupation wise categories of emigrants and Bureau of Emigration and Overseas Employment has classified these categories into highly qualified, highly skilled, skilled, semi-skilled and unskilled.

During 2016, 16510 (2%) of the emigrants from Highly Qualified category proceeded abroad for employment which is 974 (5.57%) lower as compared to 2015. Similarly in Highly Skilled category, 8172 (1%) of the migrants proceeded abroad during 2016 which is 319 (4.06%) is lower comparing to 2015. On the other hand, decline is witnessed about 15.52% and 12.23% in skilled and unskilled category respectively. Mild increasing trend only be seen in semi-skilled category in which 599 more migrants went abroad in 2016 as compared to 2015.

Manpower Export through OEP's and Direct Employment 2015-16

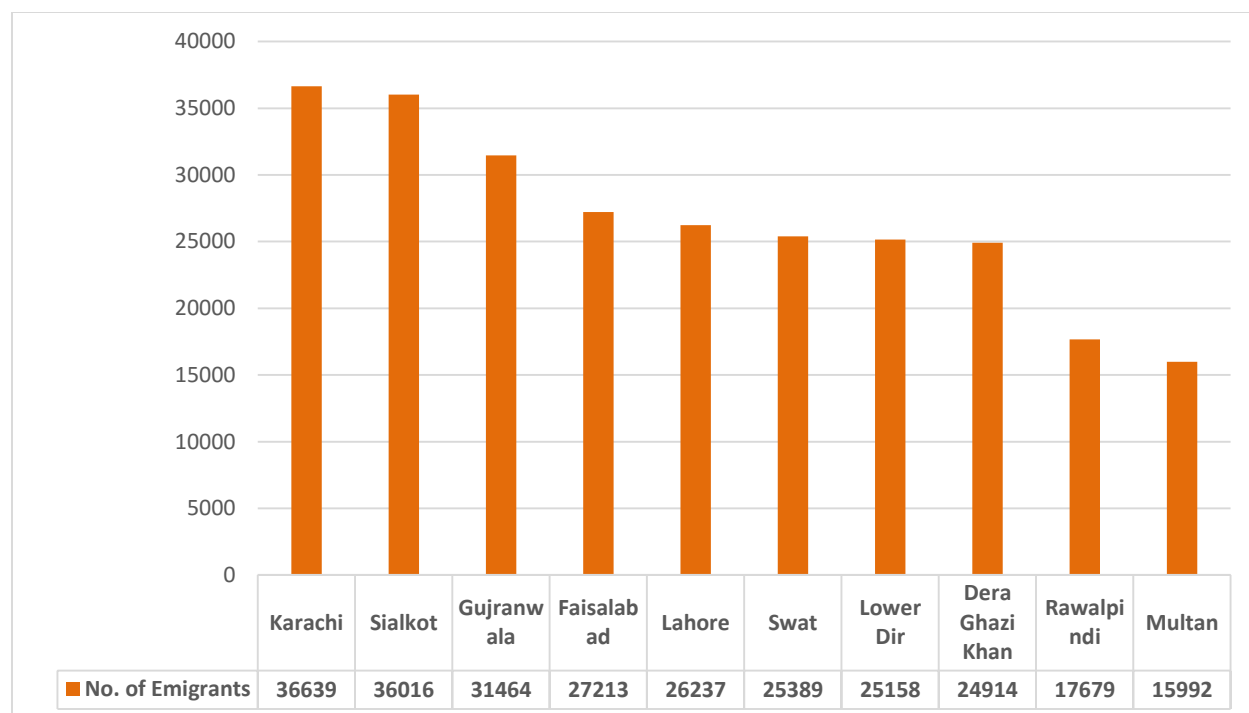
Graph :



There are two ways to go abroad, first through Overseas Employment Promoters (OEP's) and second is direct employment. OEP's are registered under BE&OE and playing active role for overseas employment. During 2016, About 512,696 people proceeded abroad for employment through OEP's which is 13% less as compared to 2015. On the other hand almost 9% decline is in direct employment.

Top 10 Districts for Manpower Export during 2016

Graph :



The above graph illustrates the top 10 origin districts for export of manpower during 2016. Karachi is on the top where 36,639 emigrants proceeded abroad followed by Sialkot 36,016 and Gujranwala 31,464. Traditionally, Karachi, Sialkot, Gujranwala and Faisalabad districts are considered the highly migration regions. Both Karachi and Sialkot were on the top migration sending districts during 2014 and 2015. In 2015, 69,491 emigrants proceeded abroad from Karachi but in 2016, a decline of 32,852 is witnessed which is about 47%. On the other hand in Sialkot during 2016, an increase of 2,125 is observed as compared to 2015. Similarly, in Gujranwala and Faisalabad, decline of 3.65% and 13.94% is seen but apart from this declining trend aforesaid districts are leading districts in 2016 in terms of manpower export to other countries. The following districts i.e. Lahore, Swat, Lower Dir, DG Khan, Rawalpindi and Multan also witnessed a decreasing trend in 2016 but these are still ranks in top 10 origin districts for export of manpower. The aforementioned districts in Graph 7 indicates that out of leading 10 districts, 7, 2 and 1 districts are from Punjab, KP and Sindh respectively.

Categorical Analysis of Emigrants in GCC Countries (2015-16)

There are various categories of overseas migrants. The increasing and declining trend is being discussed in Table 2 and 3. The export of manpower in following occupational categories increased during 2016.

(A) Top Increasing Categories During 2016

Table:

S.R #	Category	2015	2016	Increase
1	Waiter/Br.	6524	10648	4124
2	Foreman/Sup	7797	11095	3298
3	Plumber	17433	20126	2693
4	Cook	7755	10406	2651
5	Fitter	16513	18783	2270
6	Surveyor	5594	7472	1878
7	Manager	5025	6698	1673
8	Painter	20336	21847	1511
9	Denter	3248	4717	1469
10	Agriculturist	28660	30104	1444
11	Tailor	7851	9286	1435
12	Draftsman	2149	3494	1345
13	Storekeeper	2197	3324	1127
14	Doctor	2074	2779	705

The above table shows the increasing trend in the mentioned categories during 2016. It indicates that increasing trend is observed in the categories like Waiter, Cook, Tailor, Managers and Doctors. Generally the increase is seen in skilled, semi-skilled and high skilled categories. In coming years, demand of skilled workers will increase even in conservative manpower import

countries. The fall of oil prices has put pressure on oil based Gulf economies and they are making plans to reduce their dependence on oil based earnings. The introduction of Saudi Vision 2030 is one such example to uplift their economy. It is a plan to reduce Saudi Arabia's dependence on oil and rely on alternatives diverse resources economy and the development of service sectors such as health, education, infrastructure, constructive, recreation, tourism and many other sectors.

(B) Top Decreasing Categories in 2016

The decline in the export of manpower is witnessed in the following categories as compared to 2016.

Table:

S.R #	Category	2015	2016	Decrease
1	Labourer	338930	296661	-42269
2	Driver	140803	106296	-34507
3	Technician	41060	35092	-5968
4	Mechanic	21896	16658	-5238
5	Electrician	34571	29448	-5123
6	Steel Fixer	27372	22743	-4629
7	Operator	16897	12743	-4154
8	Carpenter	37341	33912	-3429
9	Welder	17047	15113	-1934
10	Mason	62313	61037	-1276
11	Engineer	6499	5453	-1046

The above table indicates that major decline is seen in categories of Laborer, Driver and Technicians etc. The decline in laborer category indicates that construction activities suffered in

GCC countries after fall of oil prices. Furthermore, the property business in GCC countries particularly in UAE remained on decline. Now the competition will increase in Gulf Countries especially in Saudi Arabia because Saudi Government is introducing various steps to increase the job opportunities for Saudi Nationals. For this purpose KSA has launched the **Saudization program**. It is the official national policy of Saudi Arabia in which there will be the replacement of foreign workers with Saudi nationals in various sectors. The Saudi Government took the decision to reduce unemployment among native Saudis, under the slogan 'Let's Put the Saudi in Saudization. These sorts of steps from Saudi Government will create tough competition for foreign workers in future.