

SECTION VIII

ACHIEVEMENTS, FUTURE PLANS AND SUGGESTIONS

This section presents the other achievements which were made during 2016 by Bureau of Emigration and Overseas Employment. Further, it highlights the future plans and suggestions to improve and facilitate the migration process.

Achievements during 2016:

The BE&OE made following achievements in 2016.

A. Export of Manpower

Since 1971, more than 9.6 million Emigrants have been registered with the Bureau of Emigration & Overseas Employment. During the year 2016, about 839,353 Pakistanis proceeded abroad for Employment which is still the second highest number in the history of BE&OE.

B. Computerization Measures taken in 2016

Different computerization measures were taken to compete with the digital world. A new dynamic and informative Bureau's website was launched with a complete Urdu version. Moreover, general public information & complaints also redressed through social media (Facebook Page & YouTube Channel). More than 4200 Overseas Employment Promoters (OEP) Licenses information have been computerized and is readily available at Bureau's website. Further, regularly updated News and Complaints Decision Section for general public information was also prepared.

C. Formation of One Window Facilitation Desks

According to the directions of the Honorable Supreme Court of Pakistan and Federal Ombudsman, one window facilitation desks were established on eight international airports of the country including Islamabad, Peshawar, Lahore, Quetta, Multan, Sialkot, Faisalabad and Karachi in accordance with the emerging trends and to proper implement the Emigration Rules, 1979.

D. Promotions & Appointments in 2016

During the year 2016, 15 employees have been promoted in different grades while 50 employees have been initially appointed/recruited in different grades. . About 64 new posts of different cadres were created and several posts upgraded from BS-7 to BS-14.

E. Establishment of Different Cells

Two different cells were created during 2016 to address the complaints. First, a complaint cell has been established at the Bureau HQs Islamabad to redress the complaints. SOPs of the Complaints has been revised and circulated to all the relevant stakeholders. Second, A Pensioners Cell has been established at the Bureau HQs Islamabad for speedy disposal of Pension Cases.

Future Plans

There are several plans in pipeline which will be implemented in near future.

1. E-Protector Automation Scheme:

A project is in pipeline namely “Registration of Intending Emigrants via Bio Metric Verification System Linked with NADRA”. The intending emigrants will be registered through this bio metric system at P.E offices. It will ensure transparency and help to streamline the process. It will also reduce the delays and malpractices. To implement this project, a Memorandum of Understanding (MOU) has been signed with NADRA. PC-1 for the project is submitted to the Development Working Party (DWP) constituted by the Ministry of OP& HRD. The DWP has approved the project and it will be implemented in near future.

2. Formation of New Protector Offices:

To facilitate and enhance the export of manpower to other countries, formation of new protectorate offices are under consideration in Islamabad and Sialkot.

3. Increase of State Life Insurance Coverage:

A plan is under consideration to enhance the State Life’s Insurance Coverage Period from (2) years to (5) years. A meeting with State Life Insurance Corporation (SLIC) was held

on 22-12-2016 and the SLIC authorities were convinced to enhance coverage to five years at slightly increased premium from Rs. 2000/- to Rs. 2500/- per emigrant.

4. Establishment of UAN/Helpline and One Window Fee Collection Desk:

A plan is under process to establish the UAN/Helpline for the welfare of the emigrants. The matter is in consultation with NTC for provision of 3 telephone lines/numbers for installation of UAN. Moreover, the plan of establishing the One Window Fee Collection Desk is in process. The matter is under active discussion with National Bank of Pakistan (NBP), OPF and State Life.

5. Other Plans:

A plan is under process to devise the emblem and flag of the Bureau of Emigration and Overseas Employment. Furthermore, Standard Logo Operating Procedures (SOPs) are devised regarding the working of inspectors on airports to streamline the emigration process.

Steps taken by Government of Pakistan/ BE&OE to Capture New Market Avenues

Government of Pakistan/ BE&OE is adopting various steps to capture the new market avenues for export of Pakistani manpower to other countries. Some of the steps are as follows.

- I. The Prime Minister of Pakistan paid a follow up visit in February 2016 to Qatar after Emir of Qatar announced 100,000 Jobs from Pakistan for its FIFA World cup 2022 in which 2 million foreign manpower is required. A number of Memorandums of Understanding (MoUs) in the field of Health, Radio & Television, Education & Research and a Long-term Sale/Purchase Agreement (SPA) of LNG are signed by both sides. The aforesaid agreements will create Employment opportunities for Pakistanis in Qatar.
- II. Various steps are under consideration to capture the manpower market of UAE with special reference to Dubai Expo, 2020. There will be the demand of skilled workforce in future and Government of Pakistan is cognizant to the fact and working on skill development of workers. To meet the demand of skill development, BE&OE is in liaison

with the NAVTTC & TEVTAs for the curriculum preparation as per international standards especially to GCC countries.

III. Government of Pakistan is working with UAE for upskilling and certified manpower so that they would be able to compete with the emerging market needs in UAE. In this regard following four institutes have been accredited by UAE Government under the Pilot Project on Skills Up gradation Accreditation of Vocational Training Centre in Pakistan.

1. Institute of Technical & Professional Education, Rawalpindi,

2. College of Technology, Rasul Mandi Bahaudin,

3. Construction Technology Training Institute, Rawalpindi,

4. Applied Technologies Institute, NLC, Mandra with the collaboration of Group of Arfat Tirocinium (UAE).

IV. The Bureau of Emigration & Overseas Employment is playing an active role at the following International Forums with the aim to maximize the manpower export from Pakistan to different countries of the world and to resolve the issues of Pakistani Migrant Workers. These are ILO, IOM, Colombo Process, Abu Dhabi Dialogue, Global Forum on Migration and Development (GFMD), WHO (World Health Organization) and Budapest Process.

V. Pakistan have signed various MOUs in the field of labour and manpower with Algeria, Saudi Arabia, UAE, Kuwait, Qatar, Oman, Malaysia, South Korea and Bahrain, etc. Furthermore, MOUs with Spain, South Africa, Syria, Ecuador, Ukraine, Botswana and Azerbaijan are in pipeline.

VI. Ministry of OP&HRD is taking measures for maximum export of Pakistani manpower to other countries especially Malaysia. The Secretary, Ministry of OP&HRD paid visit to Malaysia in order to capture its market & work on removing the hurdles for the implementation of previous MOU.

Recommendations

- I. National Migration Policy should be formulated in order to have clear guidelines and strategy for minimizing the complaints of Pakistani migrant workers through upgrading the complaint mechanism system.
- II. The number of PE offices needs to be increased especially in interior Sindh and Balochistan. Moreover, more Migrant Resource Centers should be established in all major cities of Pakistan to redress the complaints.
- III. It is also recommended that new Orientation and Briefing Centers may be established initially at Division level and later on extended the Centers at district level for imparting proper briefing to intending emigrants. These Centres may be established with collaboration of recently created MRC under ILO and may be linked with main database through I.T Directorate of BE&OE.
- IV. At present, more than 96 % of the emigrants are working in GCC countries and there is a dire need to understand the changing trends in these countries to meet the manpower demand in future. Gulf countries are revamping their economies after fall of oil prices and introducing various initiatives especially in services sector. It will increase the demand of skilled workforce and more focus should be on skill development of workers. At this time, GOP should formulate plans and policies according to the new laws and trends. However, it is a pressing need of the hour to explore the job markets of other nontraditional manpower import countries including Turkey, Quartet countries etc.
- V. Familiarity with domestic conditions, discipline, teamwork, and a work-oriented approach instilled in the prospective emigrants will also help. Similarly, Pakistani professionals, such as doctors, engineers, managers, IT experts and construction supervisors, are of considerable quality, and are qualified to help strengthen the development base of the host countries. They, however, need to observe international standards and the respective country's social and legal framework, which at times some fail to do so and suffer as a consequence. In this connection, a well-established and updated system of Pre Departure Orientation should be operational to educate the emigrants. However, a regional module is prepared for pre departure orientation and post arrival orientation under platform of Abu Dhabi Dialogue. This module is quite

comprehensive and needs to be implemented in the local context in its true letter and spirit.

- VI. As GCC governments are shifting their economies from traditional to knowledge based economies. Saudi Vision 2030 is one such example. So in coming years, further decline can also be observed because the demand of unskilled labor force will be limited. Skill based certified labor force will fulfill the demand of overseas employment.
- VII. The upcoming international events like Expo 2020 (Dubai) and FIFA World cup 2022 (Qatar) will create huge job opportunities both for skilled and semi-skilled workers. In order to meet such demands, it is important for all stakeholders especially OEPs to play their active role and prepare the manpower in marketable skills.
- VIII. Category wise analysis of the data clearly indicates the decline in traditional unskilled labor categories. On the other hand the categories like managers, doctors, cooks, surveyors and draftsman were increased. Future manpower export policies should be formulated according to the changing trends.
- IX. More focus should be on upskilling/skills matching and certification of workers to fulfill the demands of foreign employers. It is imperative to train professionals like educationists, doctors, engineers and scientists to compete the foreign employment markets.
- X. The collaboration of POEPA with training institutes like NAVTEC, TEVTA, Skill Development Council and 4 institutes accredited by UAE can be helpful to design and impart the market based training to the workforce.
- XI. Awareness campaigns should be launched with the collaboration of media to educate the general masses about the changing trends in labour market and future demands of employers.
- XII. At present, the share of women migrants is very low. There is a need to take proactive steps to increase women's participation in overseas employment.
- XIII. Pakistan can obtain significant share from GCC markets. It can be done by matching the required job demands with suitable persons who are to be trained and groomed specifically for the identified market.
- XIV. Skilled manpower is a field in which Pakistan should have developed an edge by now. Our technical institutes and universities turn out skilled persons by the thousands

annually, and Pakistan should concentrate on these workers, enhancing their academic skills by teaching them value-added features. They should focus on knowing the basic languages like Arabic and English.

- XV. The cost of migration for Pakistani workers is very high as compared to the other regional countries. Global Forum on Migration and Development published a research paper in which it ranks Pakistan on top in terms of cost for going abroad especially to Saudi Arabia. It is an important issue facing by Pakistani workers and it needs to be addressed on priority basis.
- XVI. Pakistan has signed numerous MOU's with different countries in the field of labour and manpower. In this regard, Foreign Office and Community Welfare Attaches' should play a proactive role for proper implementation of these MOU's.
- XVII. It is the need of time to explore new market avenues in order to jolt more manpower in them. The CWAs and OEPs may take up the matter on top priority and try their level best to search and opt more manpower demands from non-traditional manpower importing countries.