

Fundamental Principles and Rights at Work

Sindh Bureau of Statistics,
Planning & Development Department
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FINAL REPORT

Fundamental Principles & Rights at Work Survey

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SINDH BUREAU OF STATISTICS
PLANNING & DEVELOPMENT DEPARTMENT
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Mission Statement

Sindh Bureau of Statistics strives to become the epitome of providing reliable and time-sensitive statistical data to its stakeholders using contemporary global standards, technology and advanced statistical tools through trained human capital and well-defined policy framework.

Vision Statement

To develop, strengthen and mobilize Sindh Bureau of Statistics as a Statistical Data Facilitation Unit (SDFU) by providing timely and reliable statistical data to its stakeholders.

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FOREWORD

The Sindh Bureau of Statistics, with technical support from the International Labour Organization, conducted a pilot survey on Fundamental Principles and Rights at Work in Jamshoro District, Thatta District, Korangi District, and Malir District. The survey aimed to generate reliable evidence on labour market conditions and the realization of fundamental labour rights, including labour force participation, employment characteristics, occupational distribution, informality, freedom of association, child labour, and forced labour. The findings provide important insights into the labour market dynamics of the surveyed districts and contribute to strengthening the evidence base for policy formulation and planning.

The survey adopted modern data collection methods through tablet-based electronic data capture, which improved the efficiency, accuracy, and quality of the data collected. The analysis presented in this report follows internationally recognized statistical standards and methodologies, ensuring the reliability and comparability of the results. The report provides comprehensive information on labour market indicators and highlights key issues affecting workers and labour market outcomes in the province.

The findings underscore several important challenges, including gender disparities in labour market participation, the widespread presence of informal employment, limited participation in workers' associations, and the continued existence of child labour and forced labour. Addressing these issues requires coordinated efforts by government institutions, development partners, employers' and workers' organizations, and other stakeholders. It is hoped that the results of this pilot survey will support evidence-based decision-making and contribute to strengthening the realization of fundamental principles and rights at work in Sindh.

PREFACE

The realization of fundamental principles and rights at work is central to promoting decent work, social justice, and inclusive economic development. Recognizing the importance of reliable and timely labour statistics, the Sindh Bureau of Statistics conducted a pilot survey on Fundamental Principles and Rights at Work in the districts of Jamshoro, Thatta, Korangi and Malir, with the technical support of the International Labour Organization. This survey represents an important step towards generating credible and evidence-based information on key labour rights issues, particularly the labour force, employment, unemployment, persons outside the labour force, the informal and formal sectors, wages, freedom of association, child labour, and forced labour, which are fundamental components of the international labour standards framework.

The findings of this survey highlight important challenges in the realization of these rights. Participation in labour or professional associations remains limited, with only 4.5 per cent of workers reporting membership in any association, indicating limited collective representation in the labour market. The survey also reveals that child labour continues to be a significant concern, with 18.0 per cent of children aged 5–17 years engaged in child labour. Furthermore, the results estimate that approximately 107,103 adults are affected by forced labour, representing 2.4 per cent of the adult population. These findings underscore the need for strengthened policies, improved enforcement mechanisms, and coordinated efforts to address these issues and promote fundamental principles and rights at work.

The evidence presented in this report is intended to support policymakers, development partners, researchers, and other stakeholders in designing informed and targeted interventions to address the challenges identified. As Director General of the Sindh Bureau of Statistics, I would like to express my sincere appreciation to the International Labour Organization for its valuable technical support and guidance throughout the implementation of this survey. I also acknowledge the dedicated efforts of the officers and staff of the Sindh Bureau of Statistics whose commitment and professionalism made this important initiative possible. It is my hope that the findings of this report will contribute to strengthening labour market governance and advancing decent work in Sindh.

(Dr. Rafiq Ahmed Chandio)

Director General (SBoS)

Executive Summary

The Sindh Bureau of Statistics conducted a pilot survey on Fundamental Principles and Rights at Work in four districts of Sindh—Jamshoro District, Thatta District, Korangi District, and Malir District—with technical support from the International Labour Organization. The survey aimed to generate evidence on labour market participation, employment characteristics, occupational structure, informality, freedom of association, child labour, and forced labour. Data collection was carried out electronically using tablet-based devices to enhance efficiency, accuracy, and data quality. Key labour market indicators, including the labour force participation rate, employment-to-population ratio, unemployment rate, size of the labour force, employment by major industry division, average monthly wage, unpaid domestic and care work, and digital platform workers, were compiled in accordance with the recommendations of the 19th International Conference of Labour Statisticians. Estimates on child labour were calculated following the standards of the 18th International Conference of Labour Statisticians, while indicators on forced labour were compiled in line with international statistical guidelines.

Labour Force

The findings indicate that the overall labour force participation rate stands at 54.7 per cent, with a pronounced gender disparity. Male participation is estimated at 80.0 per cent compared to 28.3 per cent among females. Labour force participation rates are broadly similar across areas, with rural areas recording 55.6 per cent and urban areas 54.3 per cent. The total working-age population in the surveyed districts is estimated at 4,899.5 thousand persons, of which 2,680.7 thousand constitute the labour force. Among the labour force, 2,446.6 thousand individuals are employed and 234.1 thousand are unemployed, resulting in an unemployment rate of 8.7 per cent. The unemployment rate among males is estimated at 7.7 per cent, while the rate for females is higher at 11.8 per cent. A considerable proportion of the working-age population, estimated at 2,218.8 thousand persons, remains outside the labour force, the majority of whom are women, reflecting persistent gender gaps in labour market participation.

Sectoral Distribution by Major Industry Division

The sectoral distribution of employment indicates that the services sector accounts for the largest share of employment (48.1 per cent), followed by industry (37.7 per cent) and agriculture (14.2 per cent).

Employment by Major Occupation

Employment is further distributed across occupational groups according to the Pakistan Standard Classification of Occupations (PSCO-2015). The largest proportion of employed persons is engaged in elementary occupations (26.8 per cent), followed by craft and related trades workers (21.0 per cent) and services and sales workers (20.0 per cent). Male employment is largely concentrated in elementary occupations, services and sales, and craft-related trades. Female employment shows a notable concentration in craft and related trades occupations, where female participation (35.5 per cent) is substantially higher than that of males (16.4 per cent), indicating gender-based occupational segmentation.

Employment Status

Analysis of employment status shows that employees constitute the largest share of the workforce (68.0 per cent), followed by own-account workers (19.9 per cent), contributing family workers (5.9 per cent), employers (5.5 per cent), and paid apprentices or internees (0.7 per cent).

Formal and Informal Sector

The analysis of employment by formality reveals that informal employment remains a significant feature of the labour market. Of the total employed labour force of 2,446.6 thousand persons, the informal sector accounts for 52.0 per cent of total employment, while the formal sector represents 47.3 per cent. Female workers are predominantly engaged in informal employment, accounting for 64.5 per cent of female employment, whereas male workers show a relatively higher concentration in formal employment.

Freedom of Association

Participation in labour or professional associations remains limited. Only 4.5 per cent of workers reported being members of any labour or professional association, including 4.0 per cent of males and 0.5 per cent of females. The majority of workers (85.8 per cent) indicated that they were not members of any association. These findings suggest limited engagement in collective representation mechanisms, particularly among women.

Child Labour

The survey also provides estimates on child labour. Out of 2,454,828 children aged 5–17 years, approximately 615,413 children were engaged in economic activity, representing 25.1 per cent of all children. Among these, 442,762 children were identified as being in child labour, accounting for 18.0 per cent of all children and 71.9 per cent of working children. Child labour is particularly prevalent among younger children aged 5–13 years (16.9 per cent), where all working children fall under the definition of child labour due to legal restrictions on employment in this age group. Among adolescents aged 14–17 years, 139,340 children (21.1 per cent) were identified as being in child labour, indicating that while some adolescents are engaged in permissible work, a considerable number remain involved in prohibited or hazardous forms of work.

Forced Labour

The survey estimates that approximately 107,103 adults in the pilot districts were affected by forced labour, corresponding to a prevalence of 2.4 per cent among the adult population. This suggests that roughly 24 out of every 1,000 adults experienced forced labour during the reference period. The prevalence among males (4.2 per cent) is substantially higher than among females (0.6 per cent). By age group, the highest prevalence is observed among young adults aged 18–29 years, followed by adults aged 30–49 years, while older adults show comparatively lower prevalence.

Overall, the findings of the pilot survey highlight persistent challenges related to gender disparities in labour market participation, the widespread presence of informal employment, limited participation in collective labour organizations, and the continued existence of child labour and forced labour. The results provide an important evidence base to inform policy formulation and targeted interventions aimed at strengthening the realization of fundamental principles and rights at work in Sindh.

Key Findings of Survey and Definitions

Indicator	Definition	Value
Sex-Ratio	Number of males per 100 females	106.33
Median Age	Median age (in years) of population covered in the survey	20
Mean Age	Mean age (in years) of population covered in the survey	24
Average Household Size	Average number of members residing in a household	5.83
Literacy Rate (5 and above)	Percentage of surveyed population (age 5 and older) that can read and write with understanding in any language along with understanding of basic mathematics	57.96%
Literacy Rate (10 and above)	Percentage of surveyed population (age 10 and older) that can read and write with understanding in any language along with understanding of basic mathematics	61.37%
Vocational Training	Percentage of population (5 & above) that has either received or is currently receiving vocational training	6.78%
Employment to Population Ratio	Proportion of the working-age population that is employed.	49.9%
Labour Force Participation Rate	Proportion of the working-age population (15 years and above) that is either employed or unemployed.	54.7%
Unemployment Rate (UR)	Percentage of population age 15 & above who are unemployed	8.7%
Labour Force (000)	The labour force is the sum of employed and unemployed persons.	2680.7
Employment (000)	All persons of working age who, during a specified short reference period, performed work for pay or profit, or were temporarily absent from such work, limits employment strictly to activities performed for remuneration or profit, primarily intended for others.	2446.6
Working age (000)	The population aged 15 and above is called the working-age population.	4899.5
Employment Status (ES) %	ES provides insight into the composition and structure of the workforce based on the nature of the worker's relationship to their job. Under ICSE-18, the main categories of status in employment are: **Employers** **Own-account workers** **Employees**	 5.5% 19.9% 68.0%

	Contributing family workers (Unpaid family helpers) **Paid apprentices (internees)**	5.9% 0.7%
Employment by Sector (%)	The distribution of employed persons according to the economic sector or industry where they perform their work or job. **Agriculture** **Industry** **Services**	 14.0% 38.0% 48.0%
Formal Sector	It comprises legally recognized and registered institutional units, including government departments, public corporations, incorporated private enterprises, and registered non-profit institutions that operate under national regulatory frameworks and maintain formal accounts and it applies across both agricultural and non-agricultural activities.	47.3%
Informal Sector	It consists of private unincorporated enterprises that are not registered under national legislation (such as business, tax, or social security laws) and do not maintain complete formal accounts, typically operating on a small scale with limited organizational structure and it applies across both agricultural and non-agricultural activities.	52.7%
Freedom of Association	Freedom of association refers to the fundamental right of workers and employers to form and join organizations of their own choosing such as trade unions, professional bodies, or business associations without fear of discrimination or interference.	4.5%
Underemployment Rate	Refers to the persons who worked less than 35 hours during the reference week, willing to work additional hours and available to do so.	11%
Mean Income	Average monthly household income in PKR	34,954
Mean Income (Urban)	Median monthly household income in PKR of urban areas	37,837
Mean Income (Rural)	Median monthly household income in PKR of rural areas	27,790
Mean Income (Male)	Median monthly household income in PKR of males	39,152
Mean Income (Female)	Median monthly household income in PKR of females	18,213

Gig Economy	Digital platform workers, also known as gig workers, are individuals who perform short-term, flexible, and often freelance tasks or jobs that are arranged through digital platforms, mobile applications, or websites.	1.2%
Occupational Injuries	Occupational injuries and diseases refer to harm or illnesses that result from workplace activities or conditions.	6.5%
Working Children	Working children are those children who worked during the reference period in any economic activity for pay or profit, including unpaid family work and production of goods or services for own use, as defined by the United Nations System of National Accounts (SNA), excluding unemployed children and those engaged only in household chores.	25.1%
Child Labour	A child is classified as being in child labour if, during the reference week, they met any of the following criteria: (i) exceeded the legally permitted working hours for their age group, (ii) worked night shifts, (iii) were employed in a hazardous industry or occupation, (iv) worked under dangerous conditions. Recall that when adolescents aged 14–17 are working with their immediate family, this is not classified under child labour as per Sindh Prohibition of Employment of Children Act, 2017.	18.0%
Hazardous Work	Hazardous work represents any activity or occupation that, by its nature or type, has or leads to adverse effects on the child's safety, health and moral development.	7.7%
Forced Labour	A person is in forced labour if, during a specified reference period, they were engaged in any work or service that meets two cumulative conditions: (i) the work was involuntary, and (ii) it was performed under the threat or menace of a penalty. Both elements must be present simultaneously for a case to be identified as forced labour.	2.4%

Note: The estimates have been computed in accordance with the 19th ICLS standards.

19th International Conference of Labour Statisticians (ICLS)

The 19th International Conference of Labour Statisticians, organized by the International Labour Organization in 2013, introduced a broader framework for measuring work by expanding the traditional concept of employment to include different forms of work such as employment, own-use production work, volunteer work, and unpaid trainee work. It also provided updated guidelines for measuring informal employment and labour underutilization, including indicators such as unemployment, time-

related underemployment, and the potential labour force, to improve the quality and international comparability of labour statistics.

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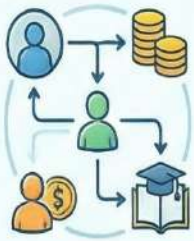
Mapping Sindh's Labour Market: The FPRW Survey Framework

STRATEGIC OBJECTIVES & COMPLIANCE



International Labour Treaty Alignment

Measures progress on freedom of association, forced labor elimination, and child labor abolition.



Comprehensive Labour Indicators

Tracks employment status, wages, hours of work, and education-skill relationships across Sindh.



Evidence-Based Policy Formulation

Supports government and stakeholders in planning and monitoring socio-economic development initiatives.

TECHNICAL METHODOLOGY & EXECUTION



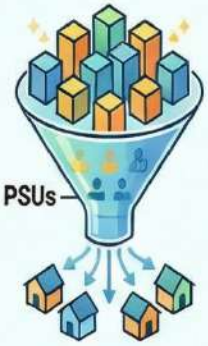
Rigorous Quality Control

Combines physical field monitoring with desk based data cleaning to eliminate enumeration bias.



CAPI Data Collection

Employs Computer Assisted Personal Interviewing via Android tablets for real-time, digital data management.



Two-Stage Cluster Sampling

Utilizes Primary Sampling Units (PSUs) and Systematic Random Sampling for household selection.

SAMPLE DISTRIBUTION SNAPSHOT

Jamshoro	Thatta	Korangi	Malir
420 Sample Households	434 Sample Households	476 Sample Households	462 Sample Households
30 Sample PSUs	31 Sample PSUs	34 Sample PSUs	33 Sample PSUs

NotebookLM

Survey Design and Sampling

1.1 Introduction

Labour force statistics are essential to know the participation of human resources in various economic activities, and the estimates generated provide comprehensive information on the labour market dynamics. At the national level, the Labour Force Survey (LFS) is conducted annually by the Pakistan Bureau of Statistics (PBS). The LFS provides crucial data on the size, composition, and characteristics of the labour force, including employment, unemployment, underemployment, and related socio-economic indicators.

The results of the Labour Force Survey serve as an important evidence base for policy formulation, planning, monitoring, and evaluation of employment-related programs and development initiatives. By capturing demographic, educational, and occupational characteristics of the working-age population, the survey supports informed decision-making by government departments, researchers, development partners, and other stakeholders.

The ILO has been supporting the Government of Pakistan to improve data to be able to report on its obligations under international labour standards, ensuring that laws and policies are more grounded in evidence and that programmes can be designed based on insights from the field. The Fundamental Principles & Rights at Work Survey (FPRWS) was conducted by the Sindh Bureau of Statistics to measure the progress on obligations made by the government under different labour treaties, some of which are only partially covered by the Labour Force Survey. The FPRW treaties are on 1) Freedom of Association and the Right of Collective Bargaining; 2) Elimination of Forced or Compulsory Labour; 3) Elimination of Child Labour; 4) Elimination of Discrimination in Employment and Occupation; and 5) Safe & Healthy Working Environment.

1.2 Rationale & Objectives of the Study

The main objectives of the FPRW Survey are as follows:

1. To estimate the size and composition of the labour population in Sindh, including labour force, child labour and forced labour, by age, sex, and area (urban and rural).
2. To assess the employment, unemployment, and forced labour status of the working-age population and working children.
3. To analyze the distribution of employed persons, child labourers, and forced labourers by industry, occupation, employment status, and sector.
4. To collect information on working conditions, hours of work, multiple job holding, and hazardous work among children and forced labourers.

5. To examine the relationship between employment, child labour, forced labour, education, and skill levels.
6. To generate labour market indicators, including child labour and forced labour statistics, required for socio-economic planning, policy formulation, and development strategies.
7. To provide a statistical basis for monitoring trends in employment, child labour, and forced labour over time.

1.3 Sample Size Determination

Sample size determination in household surveys is based on several factors, including estimated parameters obtained from the latest available survey or census. Besides, there are some statistical assumptions which are based on convention developed over a period of time in the field of data collection and large-scale surveys, notably the Multiple Indicator Cluster Survey (MICS), Pakistan Demographic & Health Survey (PDHS) and the Household Income & Expenditure Survey (HIES).

For the FPRW survey, the sample size was estimated by the Pakistan Bureau of Statistics (PBS). The selection of districts was guided by several parameters, namely population size, characteristics and diversity, prevalence of poverty, out-of-school children, child labour incidence, and economic diversity of the district.

Table 0.1 Sample size determination

District	Sample HHs	Sample PSUs
Jamshoro	420	30
Thatta	434	31
Korangi	476	34
Malir	462	33
Overall	1792	128
On average households / block=14		

1.4 Sample Design

The survey employed a two-stage cluster sampling design to ensure that the sample is representative of the population of the four pilot districts in Sindh. At the first stage, enumeration blocks, defined as Primary Sampling Units (PSUs), were selected using a probability proportional to size (PPS) method, where the number of households in each block served as the measure of size. These enumeration blocks, updated following the Population and Housing Census 2023, are well-defined with maps and contain an average of 200–250 households.

At the second stage, households within the selected PSUs were treated as Secondary Sampling Units (SSUs). A fixed number of households—12 from each urban PSU and 16 from each rural PSU—were

selected using systematic random sampling with a random start. This approach ensures equal probability selection of households within PSUs.

By combining PPS at the PSU level and systematic random sampling at the household level, the design provides a representative sample of households across urban and rural areas, capturing variations by region, population size, and other demographic characteristics. This representative sampling allows for reliable estimation of labour force, child labour, and forced labour indicators across the province.

Table 0.2 Sample enumeration blocks and households

	Sample Enumeration Blocks			Sample Households		
District	Total	Rural	Urban	Total	Rural	Urban
Thatta	31	20	11	452	320	132
Jamshoro	30	12	18	408	192	216
Korangi	34	0	34	408	0	408
Malir	33	15	18	456	240	216
Total	128	47	81	1724	752	972

1.5 Household Listing

To reduce selection bias and ensure selection of households based on probability, listing of households was conducted. Household listing allowed pre-selection of households before the field team reached the designated area to collect data. In addition, it ensured inclusion of all households in the listing before the main roll out.

Further, to control selection bias, replacement of households was not allowed during the field. The pre-selection of households was done through "Systematic Random Selection (SRS)" method. The household listing field operations were completed in January 2025.

1.6 Questionnaire

The questionnaire covered the following modules. Each module comprises several questions that formed the foundation of the indicators.

1. Demography (household roster, education and training, migration)
2. Employment (main work and subsidiary work)
3. Underemployment
4. Wages and Income
5. Unemployment
6. Child Labour (Other than household chores, household chores and hazardous work)

7. Forced Labour (Risk of Involuntary work and coercion)

1.7 Training

A six-day training on the questionnaire was imparted to the survey team (13 female enumerators and 3 supervisors and one male enumerator). During training, a significant amount of time was devoted, and consideration was paid on clarity of survey concepts and protocols and definition of a household, respondent's eligibility, age probing, de facto and de jure household members and introduction. In addition, the enumerators were motivated for teambuilding and management. Field Work

In total, 17 data collectors were assigned to collect data from sampled households. Each team was headed by a male supervisor and 3 female enumerators. For two districts of Karachi division a male enumerator was included as alternative to the convenience of the exercise. For quality control, field teams were physically monitored by the core team of the survey from the head office.

Table 0.3 Survey Timelines

Activity	Date
Listing of Households	December 2024 – January 2025
Training of Enumerators	November 2025
Data Collection	November 2025 – December 2025

1.8 Data Collection Method

The Direct Personal Interviewing method was adopted for data collection; preferably, the head of the household was deemed to provide information about all the members of the households. In the absence of the head of the household, his spouse or a well-informed person of the household was asked to provide information with respect to all members.

1.9 Data Management

For interviews the Computer Assisted Personal Interviewing (CAPI) method was used. The questionnaire was transformed into an Android-based application using Kobo Collect. Enumerators were provided **Samsung Tab A** for administering questionnaires. The desk monitoring of data helped to control enumeration bias by highlighting their mistakes and entry errors such as extreme values and selection of correct options.

1.10 Data Analysis

Stata version 17, SPSS & MS Excel were used for data analysis. Before analysis, data were cleaned: missing observations, duplicate entries, and non-responsive households were excluded prior to analysis.

Furthermore, to overcome the factor of extreme values, a truncated mean was used especially in the module of household income and expenditure where outlier values of either income or expenditure disturbed the averages resulting in high variation in the data.

1.11 Study Area & Survey Responses

Thatta District is located in the southern part of **Sindh Province**, bordering the Arabian Sea. According to the Population Census 2023, Thatta has a population of about 1.08 million people. The male population slightly exceeds the female population, giving a sex ratio of around 105 males per 100 females. The district is predominantly rural with an economy largely based on agriculture, fisheries, and livestock. The district has a rich historical and cultural heritage, with traditional social structures and extended family systems playing an important role in community life. Population density is relatively low, and labour force participation is closely linked to seasonal and informal economic activities.

Jamshoro District is located in central Sindh, adjacent to Hyderabad, and holds both rural and urban characteristics. It is an important educational and industrial district of the province. According to the Population Census 2023, Jamshoro has a population of about 1.12 million people. The male population slightly exceeds the female population, with a sex ratio of around 107 males per 100 females. Jamshoro District presents a mixed demographic profile, comprising both rural areas and urban centers, including educational and industrial hubs. The presence of major educational institutions and industrial establishments influences the district's labour market composition. Socially, the district reflects a blend of traditional rural culture and emerging urban characteristics, with comparatively higher literacy levels in urban localities.

Malir District, located on the outskirts of Karachi, exhibits a transitional character with rural settlements, peri-urban areas, and rapidly expanding urban zones. According to the Population Census 2023, Malir has a population of about 2.43 million people. The male population is higher than the female population, resulting in a sex ratio of approximately 113 males per 100 females, which is common in urban and migration-receiving areas. The district hosts agricultural activities, residential developments, and industrial areas. Population growth in Malir is influenced by migration, contributing to demographic diversity and a labour force engaged in both formal and informal sectors.

Korangi District is located in the eastern part of Karachi, Sindh, and is one of the most densely populated and industrialized districts of the city. It is entirely urban in character.

According to the Population Census 2023, Korangi has a population of about 3.13 million people, making it one of Karachi's most populous districts. The male population slightly exceeds the female population, reflecting urban migration patterns.

Korangi District is a highly urbanized and industrialized district of Karachi, characterized by dense population, significant industrial activity, and a large working-age population. The district has a diverse

socio-cultural composition due to internal migration from different parts of the country. Economic activity is dominated by manufacturing, trade, transport, and services, resulting in comparatively higher labour force participation rates.

Table 0.4 Population & Density of Pilot Districts

District	Census 2017	Census 2023	Area	Density (per sq. km)
Thatta	982,138	1,083,191	8,570	126
Jamshoro	993,908	1,117,308	11,204	99.7
Korangi	2,577,556	3,128,971	108	28,972
Malir	1,924,346	2,432,248	2,160	1126
Overall	7,660,666	6,579,001	--	--

1.11.1 Response Rate

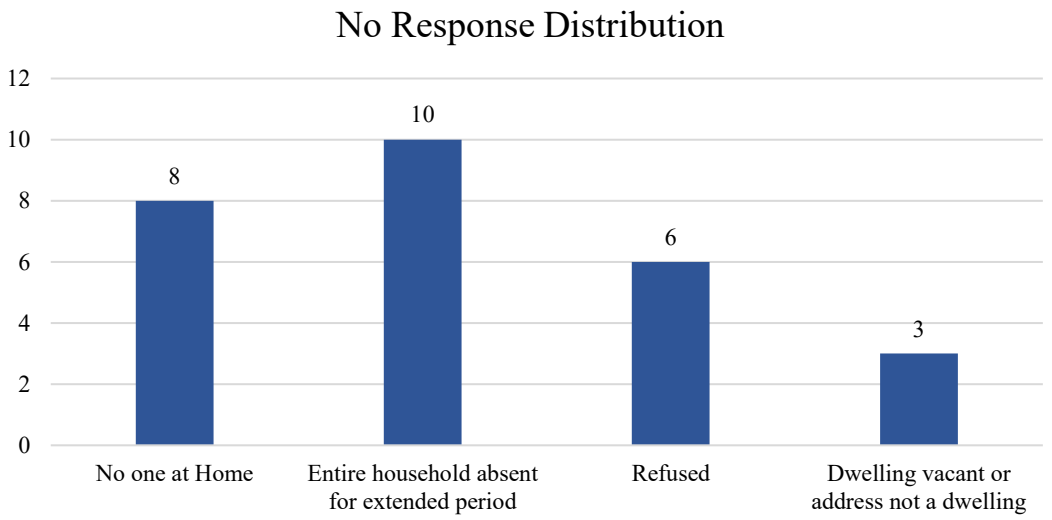
Out of 1724 sampled households computed for the study, data from 1697 households were successfully obtained, giving a response rate of 98.4%. The GPS maps obtained from Google Earth showing coverage of the survey are appended at the end of the report.

Table 0.5 Response of the Survey

District	PSUs	Targeted Households	Non-Interviewed Households	Response Rate
Thatta	31	452	08	98.23
Jamshoro	30	408	03	99.26
Korangi	34	408	08	98.03
Malir	33	456	08	98.24
Overall	128	1724	27	98.43

1724 households in 128 randomly selected clusters were approached. 27 out of 1724 households were not interviewed. Hence, the response rate of the survey stood at 98.52%. The distribution of non-responses is given as under:

Figure 0.1 No Response Household Distribution



1.12 Survey Responses

Overall, 30.5% were male members of the household, while 69.43% were female respondents. 29.76% were heads of the household, 69.48% were other members of the household, while 0.71% were non-members of households. Mainly the respondents of the interviews were other members of the households such as spouse, son, daughter while nearly 30% of the respondents were head of the household.

Table 0.6 Percentage Distribution of Respondents of the Survey (Urban & Rural)

Respondent Relationship	Overall	Urban	Rural
Household Head	29.76	27.45	32.75
Other Members of Household	69.48	72.13	66.04
Not Member of Household	0.76	0.42	1.21

1.13 Household Size

Household size is an important barometer that indicates the average number of members residing in a unit in the targeted area. De jure and de facto methods are common enumeration techniques through which household size is determined.

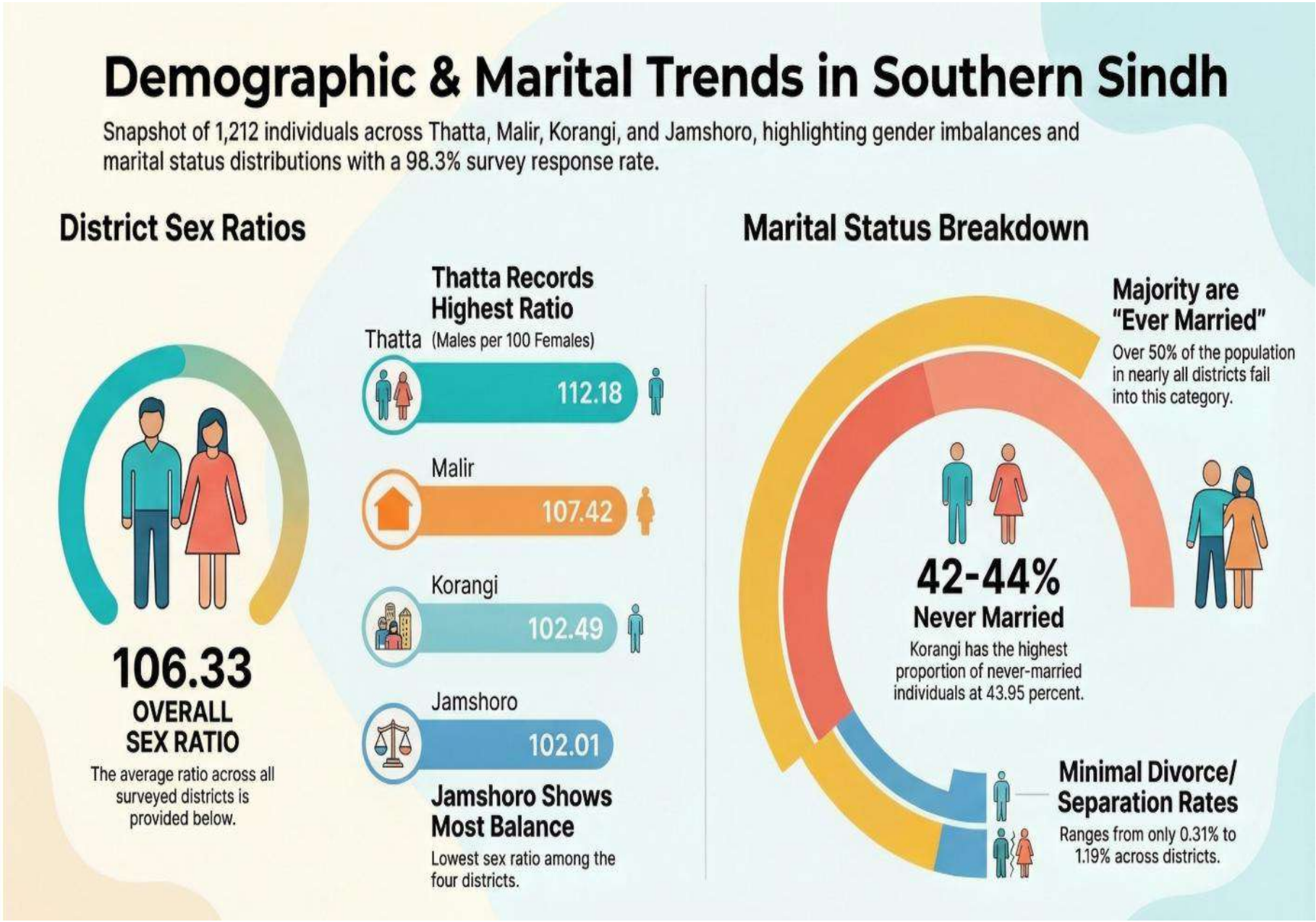
In the de jure method, household members are counted at their usual place of residence if they live together and share the same housekeeping arrangements. By contrast, in the de facto method, household members are counted on an actual basis, i.e., members who slept in the house last night before the survey. In the baseline survey, the de jure method was used to list household members.

Table 0.7 Average Household Size by Area

District	Census 2023	FPRW
Thatta	5.2	6.2
Jamshoro	5.2	5.4
Korangi	6.3	5.7
Malir	5.7	5.9

Table 0.8 Households by Number of Persons

District	Number of Persons	Percentage
One Person	4	0.24
Two Persons	99	5.83
Three Persons	190	11.20
Four Persons	255	15.03
Five Persons	310	18.27
Six Persons	263	15.50
Eight Persons	216	12.73
Nine Persons	151	8.90
Ten Persons	71	4.18
Ten & More	77	4.64
Total	1697	100.00


Demographic & Marital Trends in Southern Sindh
Snapshot of 1,212 individuals across Thatta, Malir, Korangi, and Jamshoro, highlighting gender imbalances and marital status distributions with a 98.3% survey response rate.
District Sex Ratios
106.33
OVERALL SEX RATIO
The average ratio across all surveyed districts is provided below.
Thatta Records Highest Ratio
Thatta (Males per 100 Females)
112.18
Malir
107.42
Korangi
102.49
Jamshoro
102.01
Jamshoro Shows Most Balance
Lowest sex ratio among the four districts.
Marital Status Breakdown
Majority are "Ever Married"
Over 50% of the population in nearly all districts fall into this category.
42-44%
Never Married
Korangi has the highest proportion of never-married individuals at 43.95 percent.
Minimal Divorce/ Separation Rates
Ranges from only 0.31% to 1.19% across districts.

Demography

This chapter presents an overview of the estimated demographic profile and key household characteristics, including age and sex distribution of the population, geographic distribution spread by area, marital status etc. Sindh accounts for 23% of the country's headcount with a growth rate of 2.57% per annum & population density of 395 persons per square km according to the 2023 Census.

Demographic statistics are perhaps among the earliest statistics to have been collected. These statistics are fundamental at both micro and macro levels for social and economic policy formulation. In this baseline survey, a total population of 9,900 people residing in the 1,697 sampled households that responded to the enumeration team was covered. The age-wise distribution of people covered in the survey is given below:

Table 0.1 Gender Wise Age Distribution of Number of Surveyed Respondents

Age Distribution	Total	Male	Female	Cumulative Percentage
0-4	1,212	579	633	12.24
5-9	1,389	734	654	26.27
10-14	1,179	637	542	38.14
15-19	1,059	568	490	48.88
20-24	821	422	399	57.17
25-29	802	406	396	65.27
30-34	685	330	354	72.19
35-39	741	381	359	79.68
40-44	509	267	242	84.82
45-49	419	213	206	89.05
50-54	335	166	169	92.43
55-59	248	133	115	94.94
60-64	216	111	105	97.12
65-69	143	74	69	98.57
70 above	142	77	65	100.00
Total	9,900	5,102	4,798	--

The median age of the surveyed population is estimated at 20 years while the mean age is 24 years. The above table also shows that 57% of the surveyed population is within the age bracket of (0-24) years. This not only reflects that the study area's population is young but also indicates a higher fertility rate.

Table 0.2 District Wise Age Distribution of Survey Respondents

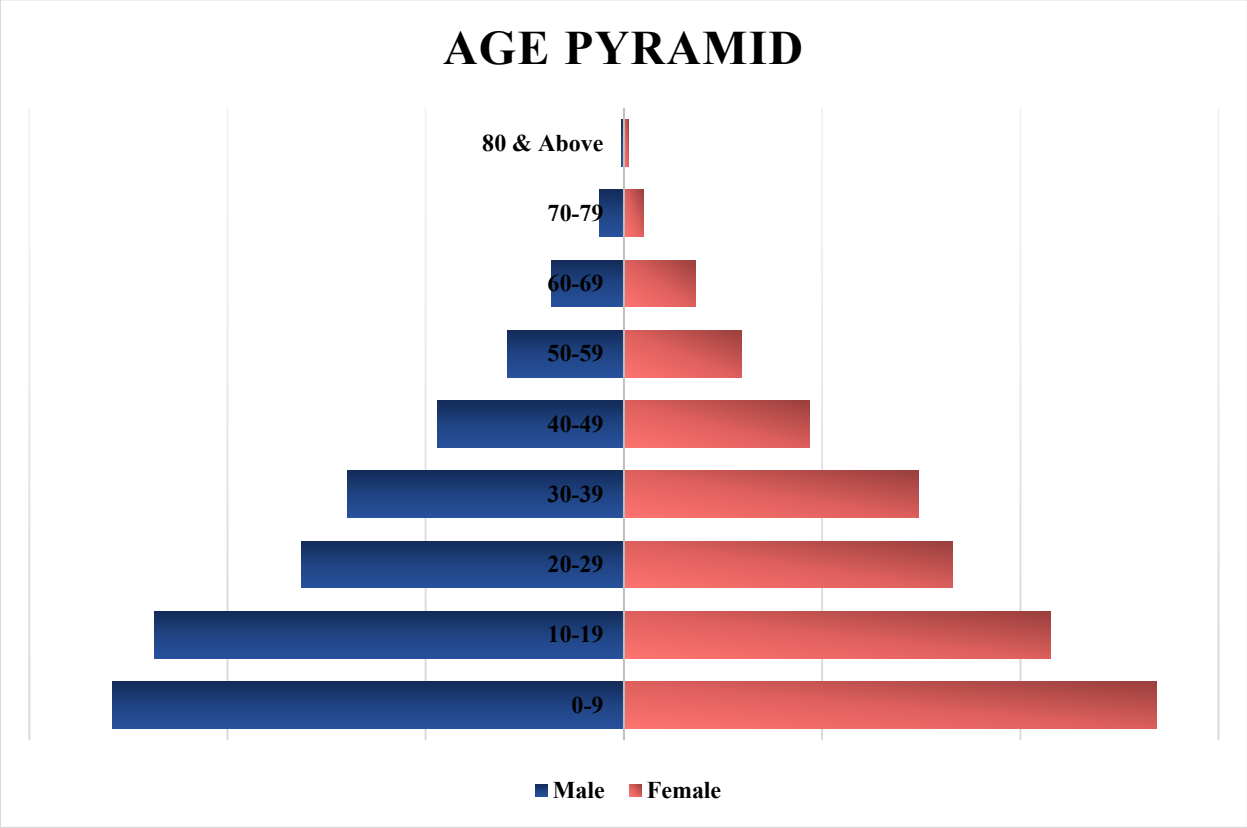
Age Distribution	Jamshoro	Korangi	Malir	Thatta
0-4	266	235	320	391
5-9	318	280	333	458
10-14	252	261	333	333
15-19	233	236	285	305
20-24	161	217	241	202
25-29	191	178	232	201
30-34	174	159	188	164
35-39	177	170	195	199
40-44	101	143	147	118
45-49	88	116	103	112
50-54	73	92	87	83
55-59	64	61	62	61
60-64	41	61	59	55
65-69	32	38	30	43
70 above	34	27	37	44
Total	2,205	2,274	2,652	2,769

1.14 Working Age Surveyed Respondents

For the purpose of this survey, the working-age population is defined as persons aged 15 and above.

Table 0.3 Working Age Surveyed Respondents

Age Distribution	Jamshoro	Korangi	Malir	Thatta
15-24	394	453	526	507
25-34	365	337	420	365
35-44	278	313	342	317
45-54	161	208	190	195
55-64	105	122	121	116
64 & Above	66	65	67	87
Overall	1369	1498	1666	1587



1.15 Sex Ratio

Nearly 51.54% of the surveyed population is male, while the remaining 48.46% is female. This implies that for every 100 females there are 106.33 males, defined by demographers as the sex ratio. The sex ratios of the districts are given below:

Table 0.4 Sex Ratio (District)

	Male	Female	Sex-Ratio
Jamshoro	1,113	1,091	102.01
Korangi	1,151	1,123	102.49
Malir	1,374	1,279	107.42
Thatta	1,464	1,305	112.18
Total	5,102	4,798	106.33

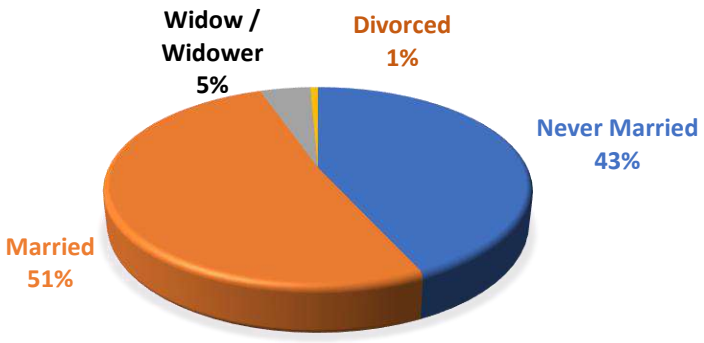
1.16 Marital Status

Individuals in the sampled households aged 10 and above were asked about their marital status. Accordingly, 62.24% of people aged 10 & above were found to be married, 34.23% were found to be never married or single whereas 3.06% were identified as widow/widower, while 0.48% were reported as divorced/separated.

Table 0.5 Percentage Distribution of Marital Status by Area

	Jamshoro	Korangi	Malir	Thatta
Never Married	43.49	43.95	42.47	42.97
Ever Married	51.88	49.74	52.13	52.19
Widow/Widower	4.32	5.12	4.80	4.22
Divorced & Separated	0.31	1.19	0.60	0.63

Figure 0.1 Marital Status Distribution of Age 10 and Above



1.17 Females of Reproductive Age

Nearly 51% of the sampled female population falls under the threshold of reproductive age i.e., between 15 and 49 years. According to the 2023 Census, 48.9% of the province's female population falls under the same category. Within the reproductive age bracket, 31.68% are never married, 64.78% are married whereas rest are either divorced, separated, or widowed.

Table 0.6 District Wise Distribution of Female Reproductive Age

Age Distribution	Jamshoro	Korangi	Malir	Thatta
15-24	394	453	526	507
25-34	365	337	420	365
35-44	278	313	342	317

45-54	161	208	190	195
55-34	105	122	121	116
64 & Above	66	65	67	87
Total	1369	1498	1666	1587

Employment Landscape of Sindh: A Profile of Four Pilot Districts

Based on the FPRW Pilot Survey 2025–26, this analysis examines 2.45 million employed persons in Korangi, Malir, Jamshoro, and Thatta.



WORKFORCE DEMOGRAPHICS & PARTICIPATION

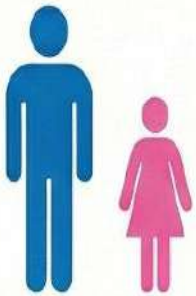


Korangi leads with **1,063,000** employed persons, representing a purely urban labor market.



37.5%
WORKFORCE LITERACY GAP

THE GENDER PARTICIPATION GAP



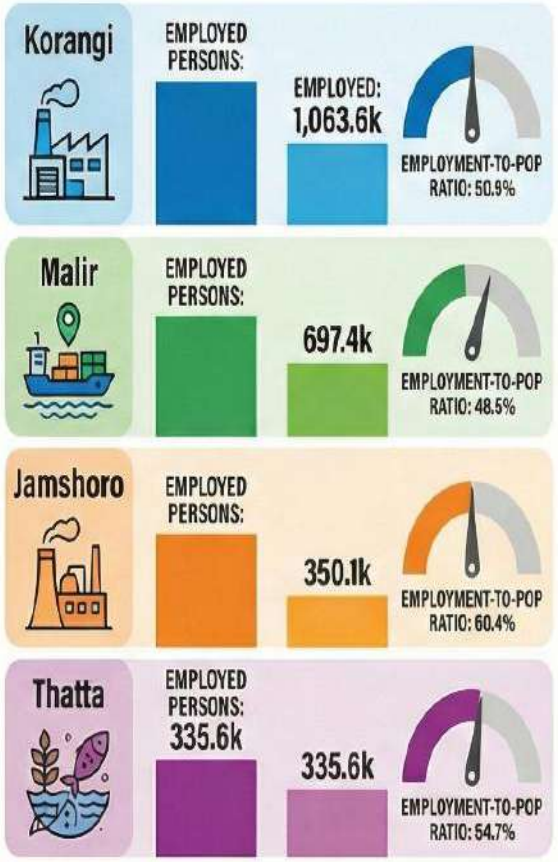
MALE: 73.8% FEMALE: 25%

WORKFORCE LITERACY GAP



Over one-third of the total employed workforce possesses no formal education.

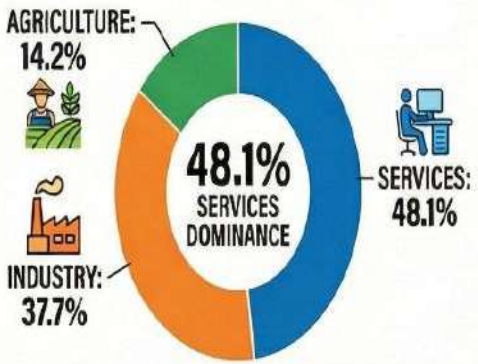
DISTRICT WORKFORCE PROFILE



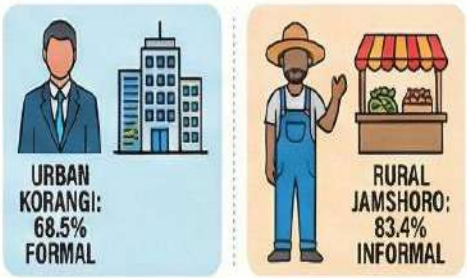
DISTRICT TOP INDUSTRY

SERVICES	52.2%	MALIR	59.1%
SERVICES	59.1%	AGRICULTURE	48.0%
AGRICULTURE	48.0%	INDUSTRY	42.7%

INDUSTRIAL STRUCTURE & LABOR CONDITIONS



THE FORMAL-INFORMAL DIVIDE





HIGH INTENSITY WORK WEEKS: Average weekly hours reach **57.6**, with males averaging **63.6** hours.

NotebookLM

Labour Force

The FPRW Survey 2025–26 uses the working-age population aged 15 years and above for labour force measurement, in line with international standards. Although the survey includes a dedicated child labour module covering children aged 5–17 years, the core labour market indicators are compiled using the 15+ age threshold to ensure consistency with internationally accepted statistical frameworks. The child labour module serves a specific analytical purpose and does not alter the standard definition of the working-age population used for labour force indicators.

The methodology of this report follows the standards established by the International Conference of Labour Statisticians (ICLS), specifically the 19th ICLS framework, to ensure international comparability of labour statistics. These standards provide harmonized definitions of employment, unemployment, and labour force participation applied by a majority of UN Member States.

Under the **19th ICLS framework,** the key labour market indicators derived from this framework include the following:

Employment is defined as work performed for pay or profit during a specified reference period and primarily intended for others. Activities undertaken mainly for own final use, such as subsistence production for household consumption, are excluded from employment under this definition. The labour force comprises all persons who are either employed or unemployed. An individual is classified as **unemployed** if they were without work during the reference period, were currently available for work, and were actively seeking employment.

Unemployment rate (UR), defined as the percentage of unemployed persons within the total labour force.

Labour force (LF), defined as the sum of employed and unemployed persons.

Labour force participation rate (LFPR), defined as the proportion of the working-age population (15 years and above) that is either employed or unemployed; and the

Employment-to-population ratio (EPR), defined as the proportion of the working-age population that is employed.

These indicators provide a standardized and internationally comparable assessment of labour market conditions, including youth and overall workforce dynamics, and support evidence-based policymaking and monitoring of labour market trends at provincial and district levels in Sindh. The working-age population is classified into three mutually exclusive categories: employed, unemployed, and outside the labour force (inactive population). The estimates are derived from data collected through tablet-based questionnaires and refer primarily to respondents' actual economic activities during a specified reference week. Results are disaggregated by pilot districts, region, age, sex, and educational attainment, providing a comprehensive overview of workforce characteristics and labour market participation patterns.

1.18 Distribution of Labour Force on Working Age Population (000)



Table 0.1 Working Age Population by Age and Sex (000) - Overall

Age Group	Total	Male	Female	Total	Male	Female
	Thousand - (000)			(per cent)		
Overall	**4899.5**	**2505.2**	**2391.5**	**100**	**100**	**100**
15-24	1482.1	779.5	702.2	30.3	31.1	29.4
25-34	1194.7	585.5	607	24.4	23.4	25.4
35-44	1001.1	510.5	490.4	20.4	20.4	20.5
45-54	626.9	321.8	305.1	12.8	12.8	12.8
55-64	367.1	192.3	174.7	7.5	7.7	7.3
65 +	227.6	115.6	112	4.6	4.6	4.7

Table 3.1 shows that the working-age population recorded in the FPRW Survey 2025–26 totals 4,899.5 thousand, with 2,505.2 thousand males and 2,391.5 thousand females, reflecting a near-equal gender distribution. Youth aged 15–24 years are 1,482.1 thousand individuals, accounting for 30.3 per cent of the

total working-age population, with males slightly higher (31.1 per cent) than females (29.4 per cent). The 25–34 age group represents 24.4 per cent of the workforce, followed by the 35–44 age group at 20.4 per cent. Middle-aged groups, 45–54 and 55–64, contribute 12.8 per cent and 7.5 per cent respectively, while those aged 65 and above account for 4.6 per cent of the working-age population.

These figures indicate a relatively young workforce, with the 15–34 age bracket comprising over half (54.7 per cent) of the total working-age population. The distribution also highlights gender balance across most age cohorts, with minor variations in youth and older age groups. This demographic profile provides a basis for targeted policy interventions, workforce planning, and labour market programs tailored to different age segments, particularly the youth population, which forms a substantial share of the overall labour force.

Table 0.2 Working Age Population (000) - Pilot Districts

Age Group	Jamshoro	Thatta	Korangi	Malir	Jamshoro	Thatta	Korangi	Malir
	Thousand – (000)				(per cent)			
Overall	**695.2**	**613.4**	**2089.6**	**1501.2**	**100**	**100**	**100**	**100**
15-24	197.5	187.9	632.2	464.5	28.4	30.6	30.3	30.9
25-34	186.9	146	469.3	392.5	26.9	23.8	22.5	26.1
35-44	144.8	122.6	432.2	301.5	20.8	20	20.7	20.1
45-54	81.5	73.9	293	178.5	11.7	12	14	11.9
55-64	50	43.9	170.9	102.3	7.2	7.2	8.2	6.8
65 +	34.4	39.1	92.1	62.0	4.9	6.4	4.4	4.1

Table 3.2 shows that the working-age population in the pilot districts is largest in Korangi (2,089.6 thousand) and Malir (1,501.2 thousand), followed by Jamshoro (695.2 thousand) and Thatta (613.4 thousand). Across all districts, the population is relatively young, with the 15–24 age group accounting for around 28–31 per cent of the working population (28.4 per cent in Jamshoro, 30.6 per cent in Thatta, 30.3 per cent in Korangi, and 30.9 per cent in Malir). The 25–34 age group forms the second-largest share, particularly in Jamshoro (26.9 per cent) and Malir (26.1 per cent). The share steadily declines with age, with those aged 55–64 representing about 7–8 per cent across districts. Older persons aged 65+ constitute a small proportion in Jamshoro (4.9 per cent), Thatta (6.4 per cent), Korangi (4.4 per cent), and Malir (4.1 per cent). Overall, the data indicate a predominantly young working-age structure across districts.

1.19 Distribution of Working Age Population by Labour Force Status

The labour force estimates compiled in accordance with the 19th ICLS framework indicate that the total working-age population (15 years and above) is 4,899.5 thousand. Of this population, 2,680.7 thousand

persons are in the labour force, comprising 2,446.6 thousand employed and 234.1 thousand unemployed individuals. A substantial 2,218.8 thousand persons remain outside the labour force.

Table 0.3 Distribution of Working Age Population by Labour Force Status

Indicator	Total	Male	Female
Employed	2446.6	1848.9	597.4
Unemployed	234.1	154.4	79.7
Labour Force	2680.7	2003.3	677.1
Out of Labour Force	2218.8	501.9	1714.3
Working Age Population	4899.5	2505.2	2391.4

Of the total employed population, 1,848.9 thousand are male compared to 597.4 thousand females. Similarly, males share the majority of the labour force (2,003.3 thousand), while 677.1 thousand females are economically active. In contrast, females account for the overwhelming share of the inactive population, with 1,714.3 thousand women outside the labour force compared to 501.9 thousand men. These figures highlight the strong male participation in the labour force and employment, alongside a significantly higher concentration of women outside the labour market under the 19th ICLS standards.

1.19.1 Distribution of Working Age Population by Labour Force Status – Pilot Districts

Table 3.4 below presents a comparative analysis of labour force status within the pilot districts. The survey data show variations in employment, unemployment, and labour force participation across the four pilot districts. In **Jamshoro,** the working-age population is 695.2 thousand, of which 391.3 thousand are economically active, including 350.1 thousand employed and 41.2 thousand unemployed. A substantial proportion, 303.9 thousand, remains outside the labour force. **Thatta** has a working-age population of 613.4 thousand, with 367.7 thousand in the labour force, including 335.6 thousand employed and 32.1 thousand unemployed, while 245.7 thousand are inactive.

Korangi, the most urbanized district, has the largest working-age population of 2,089.6 thousand, with 1,163.2 thousand in the labour force. Of these, 1,063.6 thousand are employed and 99.6 thousand unemployed, leaving 926.4 thousand outside the labour force. **Malir** has a working-age population of 1,501.2 thousand, with a labour force of 758.5 thousand, including 697.4 thousand employed and 61.1 thousand unemployed; 742.7 thousand remain outside the labour force.

These figures indicate that while employment levels vary by district, a significant portion of the working-age population across all districts remains inactive, highlighting potential underutilization of the workforce.

The patterns reflect differences in labour market size, economic activity, and district-level characteristics, with urbanized districts like Korangi showing higher overall labour force numbers, whereas more rural districts have relatively higher proportions of inactive populations.

Table 0.4 Distribution of Working Age Population by Labour Force Status – Pilot Districts

Pilot Districts - Labour Force - Thousand (000)			
Jamshoro	**Total**	**Male**	**Female**
Employed	350.1	265.9	83.8
Unemployed	41.2	21.4	19.9
Labour Force	391.3	287.3	103.7
Out of Labour Force	303.9	68.8	235.1
Working Age Population	695.2	356.1	338.8
Thatta			
Employed	335.6	242	93.6
Unemployed	32.1	18.7	13.4
Labour Force	367.7	260.7	107
Out of Labour Force	245.7	59.8	185.7
Working Age Population	613.4	320.5	292.7
Korangi			
Employed	1063.6	788.7	274.8
Unemployed	99.6	69.6	30
Labour Force	1163.2	858.3	304.8
Out of Labour Force	926.4	201.3	723
Working Age Population	2089.6	1059.6	1027.8
Malir			
Employed	697.4	552.2	145.2
Unemployed	61.1	44.7	16.4
Labour Force	758.5	596.9	161.6
Out of Labour Force	742.7	172.1	570.6
Working Age Population	1501.2	769	732.2

1.20 Distribution of Working Age Population by Age Group (19th ICLS)

Figure 3.1 below shows that the youth age group (15-24) made up (30.3 per cent) of the total working population and accounted for (26.0 per cent) of the labour force only. On the other hand, those aged (25-34) years made up (24.4 per cent) of the working-age population and accounted for (26.4 per cent) of the overall labour force. The last age group (65 & over) made up the smallest share in the working age population (4.6 per cent) and in labour force (2.2 per cent) only. On the other hand, the share of the inactive population (out of the labour force) in age group (15-24) and (65 & over) exceeds the share of working age population. Almost (77 per cent) of the employment is in the age group (15-44) years.

Figure 0.1 Distribution of Working Age Population by Age Group (19th ICLS)



Table 0.5 Key Labour Market Indicators by Sex (19th ICLS) - Pilot Districts

District/Sex	Employed	Unemployed	Labour Force	Out of Labour Force	Working Age Population	UR	EPR	LFPR
			Thousand - (000)				Per cent	
Total	**2446.6**	**234.1**	**2680.7**	**2218.8**	**4899.5**	**8.7**	**49.9**	**54.7**
Jamshoro	350.1	41.2	391.3	303.9	695.2	10.5	50.4	56.3
Thatta	335.6	32.1	367.7	245.7	613.4	8.7	54.7	59.9
Korangi	1063.6	99.6	1163.2	926.4	2089.6	8.6	50.9	55.7
Malir	697.4	61.1	758.5	742.7	1501.2	8.1	46.5	50.5
Male	**1848.8**	**154.4**	**2003.2**	**502**	**2505.2**	**7.7**	**73.8**	**80**

Jamshoro	265.9	21.4	287.3	68.8	356.1	7.4	74.7	80.7
Thatta	242	18.7	260.7	59.8	320.5	7.2	75.5	81.3
Korangi	788.7	69.6	858.3	201.3	1059.6	8.1	74.4	81
Malir	552.2	44.7	596.9	172.1	769	7.5	71.8	77.6
Female	**597.4**	**79.7**	**677.1**	**1714.4**	**2391.5**	**11.8**	**25**	**28.3**
Jamshoro	83.8	19.9	103.7	235.1	338.8	19.2	24.7	30.6
Thatta	93.6	13.4	107	185.7	292.7	12.5	32	36.6
Korangi	274.8	30	304.8	723	1027.8	9.8	26.7	29.7
Malir	145.2	16.4	161.6	570.6	732.2	10.1	19.8	22.1

As shown in Table 3.5 above, the highest unemployment rate is observed in Jamshoro (10.5 per cent) followed by Thatta (8.7 per cent), Korangi (8.6 per cent) and Malir district (8.1 per cent). The unemployment rate for females is higher than for males in all pilot districts. The FPRW 2025-26 results depict that Employment to Population Ratio (EPR) and Labour Force Participation Rate (LFPR) also follow the same pattern, i.e., higher for males than females in all districts.



Table 0.6 Key Labour Market Indicators by Region (19th ICLS) - Pilot Districts

District/Sex	Employed	Unemployed	Labour Force	Out of Labour Force	Working Age Population	UR	EPR	LFPR
		Thousand (000)				Per cent		
Total	**2446.6**	**234.1**	**2680.7**	**2218.8**	**4899.5**	**8.7**	**49.9**	**54.7**
Rural	**814**	**81.6**	**895.6**	**715.6**	**1611.2**	**9.1**	**50.5**	**55.6**
Jamshoro	188.2	20.5	208.7	161	369.7	9.8	50.9	56.5
Thatta	271.2	30	301.2	191.4	492.6	10	55.1	61.1
Korangi	--	--	--	--	--	--	--	--
Malir	354.6	31.1	385.6	363.3	748.9	8.1	47.3	51.5
Urban	**1632.6**	**152.5**	**1785.1**	**1503.2**	**3288.3**	**8.5**	**49.6**	**54.3**

Jamshoro	161.8	20.7	182.6	142.9	325.5	11.4	49.7	56.1
Thatta	64.4	2.1	66.5	54.4	120.9	3.2	53.2	55
Korangi	1063.6	99.7	1163.2	926.4	2089.6	8.6	50.9	55.7
Malir	342.9	30	372.8	379.5	752.3	8	45.6	49.6

In rural areas, with a population of 1,611.2 thousand, the LFPR is 55.6 per cent, the EPR is 50.5 per cent, and unemployment is 9.1 per cent. Among rural districts, Thatta records the highest participation (61.1 per cent) and employment (55.1 per cent), while Jamshoro and Malir have moderate participation with slightly lower unemployment. Urban areas, with a population of 3,288.3 thousand, show more heterogeneous outcomes. Korangi hosts the largest urban workforce with LFPR 55.7 per cent, EPR 50.9 per cent, and UR 8.6 per cent, whereas Jamshoro urban experiences the highest unemployment at 11.4 per cent. Thatta urban has the lowest unemployment at 3.2 per cent, and Malir urban shows lower participation and employment (LFPR 49.6 per cent, EPR 45.6 per cent).

Figure 0.2 Labour Force Participation (19th ICLS) - Pilot Districts Rural Area

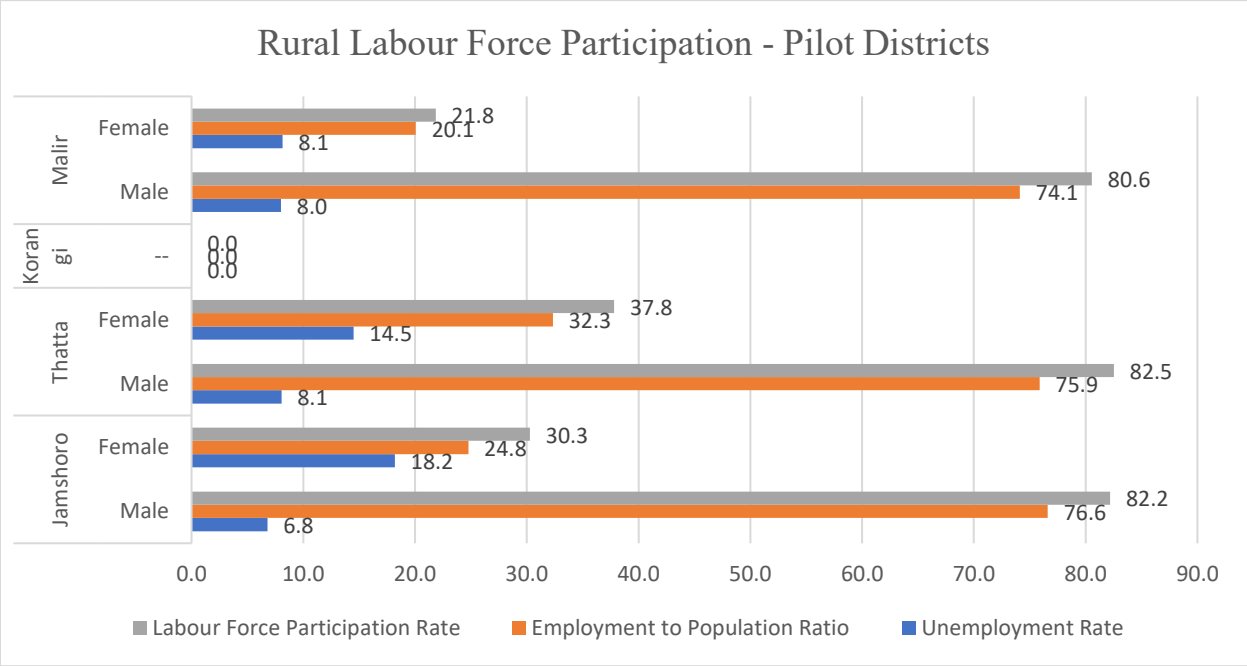
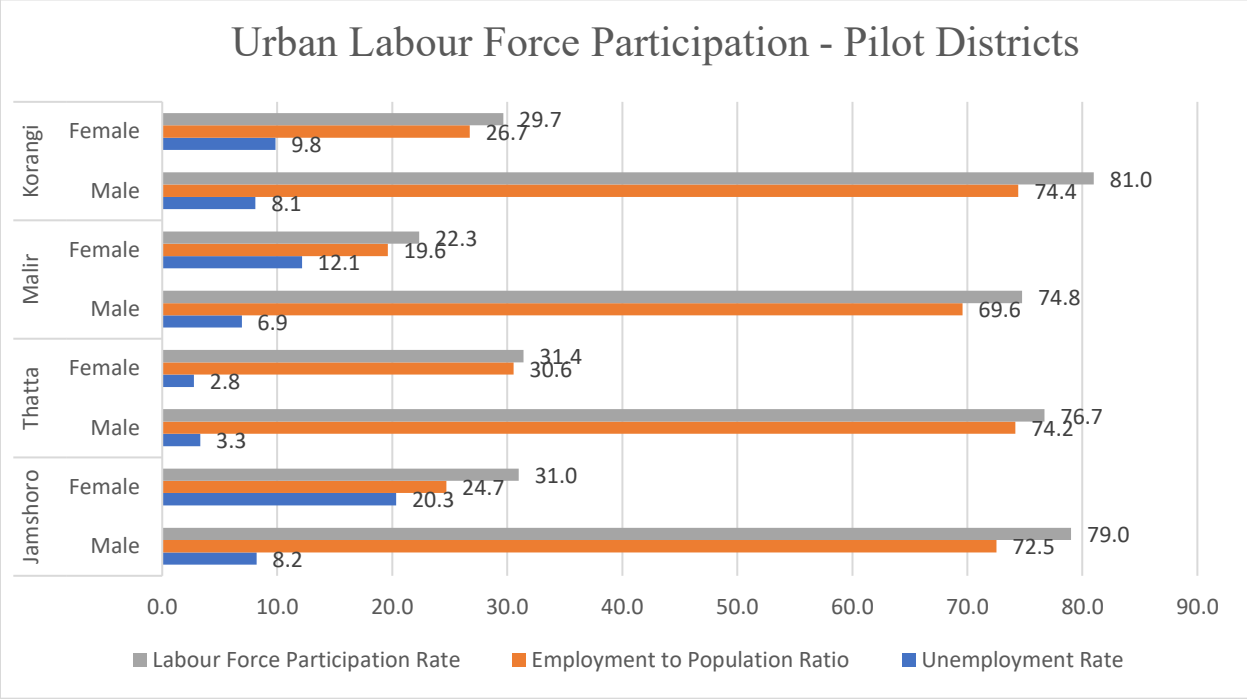


Figure 0.3 Labour Force Participation (19th ICLS) - Pilot Districts Urban Area



The comparative figures indicate that male labour force participation remains high in both rural and urban areas, ranging from 74.8 per cent to 82.5 per cent, while female participation remains low, between 21.8 per cent and 37.8 per cent**.** The highest female unemployment is recorded in Urban Jamshoro (20.3 per cent)**,** followed by Rural Jamshoro (18.2 per cent) and Rural Thatta (14.5 per cent)**.** The lowest unemployment is observed in Urban Thatta (Male 3.3 per cent, Female 2.8 per cent)**.** The lowest female participation appears in Rural Malir (21.8 per cent)**,** while the highest male participation is in Rural Thatta (82.5 per cent).

Table 0.7 Labour Force Participation in a Specific Age Group (15-64) – Pilot Districts

	Employed	Unemployed	Labour Force	Out of Labour Force	Working Age Popn	UR	EPR	LFPR
		Thousand – (000)				(Per cent)		
Age Group (15-64)	**2390.5**	**232**	**2622.5**	**2049.4**	**4671.9**	**8.8**	**51.2**	**56.1**
Jamshoro	341.6	40.8	382.4	278.3	660.7	10.7	51.7	57.9
Thatta	329.1	31.6	360.7	213.6	574.3	8.8	57.3	62.8
Korangi	1035.7	98.3	1134	863.6	1997.6	8.7	51.8	56.8
Malir	684.1	61.1	745.2	694.1	1439.3	8.2	47.5	51.8
Male	**1808.8**	**154.2**	**1963**	**426.5**	**2389.5**	**7.9**	**75.7**	**82.2**

Jamshoro	259.6	21.4	281	58.5	339.5	7.6	76.5	82.8
Thatta	237.3	18.2	255.5	44.8	300.3	7.1	79	85.1
Korangi	772	68.3	840.3	174.5	1014.8	8.1	76.1	82.8
Malir	539.9	44.7	584.6	150.4	735	7.6	73.5	79.5
Female	**581.3**	**79.3**	**660.6**	**1618.9**	**2279.5**	**12**	**25.5**	**29**
Jamshoro	81.7	19.5	101.2	219.8	321	19.3	25.5	31.5
Thatta	91.8	13.4	105.2	168.6	273.8	12.7	33.5	38.4
Korangi	263.6	30	293.6	686.9	980.5	10.2	26.9	29.9
Malir	144.2	16.4	160.6	543.6	704.2	10.2	20.5	22.8

From Table 3.7, the labour force data for the 15–64 age group show that out of a working-age population of 4,671.9 thousand, about 2,622.5 thousand are in the labour force, with 2,390.5 thousand employed and 232 thousand unemployed. The overall unemployment rate stands at 8.8 per cent, while the employment-to-population ratio is 51.2 per cent and the labour force participation rate is 56.1 per cent, indicating that nearly half of the working-age population remains outside the labour market.

At the district level, Thatta demonstrates relatively stronger labour market performance with the highest employment-to-population ratio (57.3 per cent) and labour force participation rate (62.8 per cent). Jamshoro records the highest unemployment rate (10.7 per cent), suggesting comparatively greater employment pressure. Korangi accounts for the largest share of the labour force in absolute terms, while Malir shows the lowest employment-to-population ratio (47.5 per cent) despite having the lowest unemployment rate (8.2 per cent), reflecting lower participation.

As with the overall working-age group, male labour force participation is significantly higher (82.2 per cent) compared to females (29 per cent). The male employment-to-population ratio is 75.7 per cent, whereas for females it is only 25.5 per cent. Female unemployment (12 per cent) is also higher than male unemployment (7.9 per cent).

Table 0.8 Labour Force Status by Education Level – 19th ICLS

Education Level	Employed	Unemployed	Labour Force	Out of Labour Force	Working Age Population
			Thousand - 000		
Total	**2446.6**	**234.1**	**2680.7**	**2218.8**	**4899.5**
No formal education	918.4	63	981.3	949.5	1930.8
Nursery but below K.G.	7.2	0	7.2	4.4	11.6
K.G but below primary	95.5	10.7	106.1	84.4	190.5

Primary but below middle	324.5	31.4	355.8	278.9	634.7
Middle but below matric	347.9	33.5	381.4	344.9	726.3
Matric but below intermediate	460.4	45.5	505.8	347.7	853.6
Inter. but below degree	205.8	33.7	239.4	148.5	388
Degree and Above	87.1	16.4	103.5	60.5	164
			(per cent)		
Total	100	100	100	100	100
No formal education	37.5	26.9	36.6	42.8	39.4
Nursery but below K.G.	0.3	0	0.3	0.2	0.2
K.G but below primary	3.9	4.6	4	3.8	3.9
Primary but below middle	13.3	13.4	13.3	12.6	13
Middle but below matric	14.2	14.3	14.2	15.5	14.8
Matric but below intermediate	18.8	19.4	18.9	15.7	17.4
Inter. but below degree	8.4	14.4	8.9	6.7	7.9
Degree and Above	3.6	7	3.9	2.7	3.3

The majority of the labour force and employment are among individuals with no formal education (36.6 per cent of the labour force, 37.5 per cent employed). Participation and employment rise gradually among those with primary to matric education, while unemployment shares are higher among matric to intermediate (19.4 per cent) and intermediate to below degree (14.4 per cent) groups. Also results indicate more than 8 out of 10 working-age individuals have less than intermediate education, with the majority employed in this group. Only a small share, around 8 per cent, has education above intermediate. Unemployment is slightly higher among the better-educated, but overall, the workforce is heavily concentrated among those with lower educational attainment.

1.21 Age Specific Labour Force Participation Rate (19th ICLS)

Overall labour force participation in pilot districts exhibits considerable variation by age and sex. For persons aged 15 years and above, the overall labour force participation rate is estimated at 54.7 per cent, with male participation at 80.0 per cent and female participation at 28.3 per cent. Participation among youth aged 15–24 years is lower, at 47.1 per cent overall, 65.1 per cent for males and 26.4 per cent for females. Among the prime working-age population (15–64 years), the overall participation rate rises to 56.1 per cent, reflecting higher engagement of males at 82.2 per cent, while female participation remains limited at 29.0 per cent. These findings indicate a gradual increase in labour force participation with age and highlight the persistent gender gap in economic activity across all age groups.

Table 0.9 Age Specific Labour Force Participation Rate (19th ICLS) – per cent

Age Group	Total	Male	Female
15 Years & Over	54.7	80	28.3
15-24 Years	47.1	65.1	26.4
15-64 Years	56.1	82.2	29

Figure 0.4 Age Specific Labour Force Participation Rate (19th ICLS) – Pilot Districts Jamshoro and Thatta

Figure 3.4 shows that the age-specific labour force participation rate in Jamshoro and Thatta rises with age and remains much higher for males than females. In the 15–64 age group, male participation reaches over 82 per cent in Jamshoro and 85 per cent in Thatta, while female participation remains low at around 31–38 per cent. Youth participation (15–24 years) is lower.

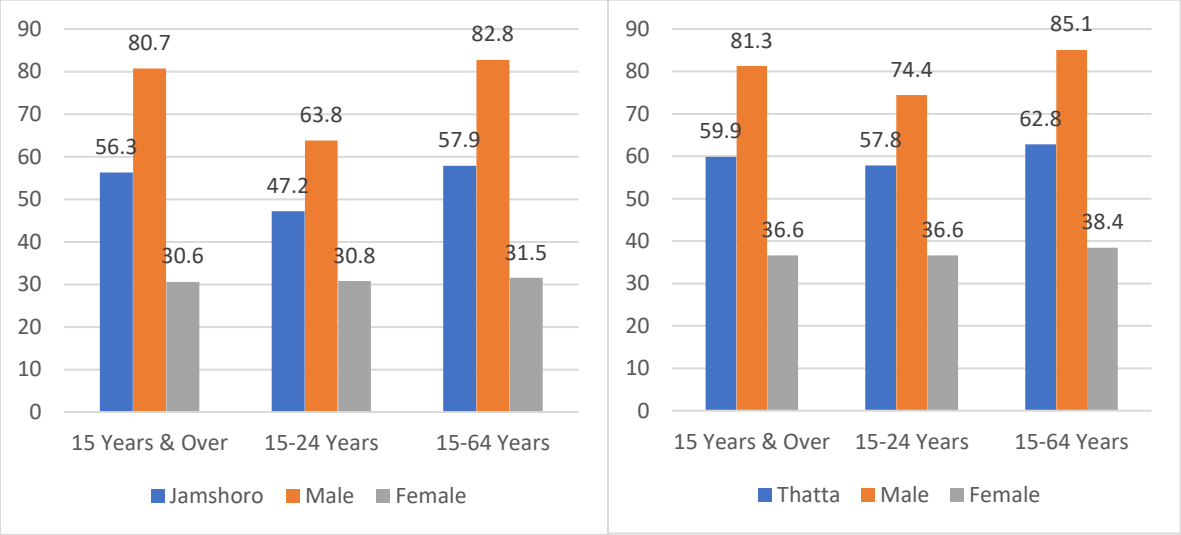


Figure 0.5 Age Specific Labour Force Participation Rate (19th ICLS) – Pilot Districts Korangi and Malir

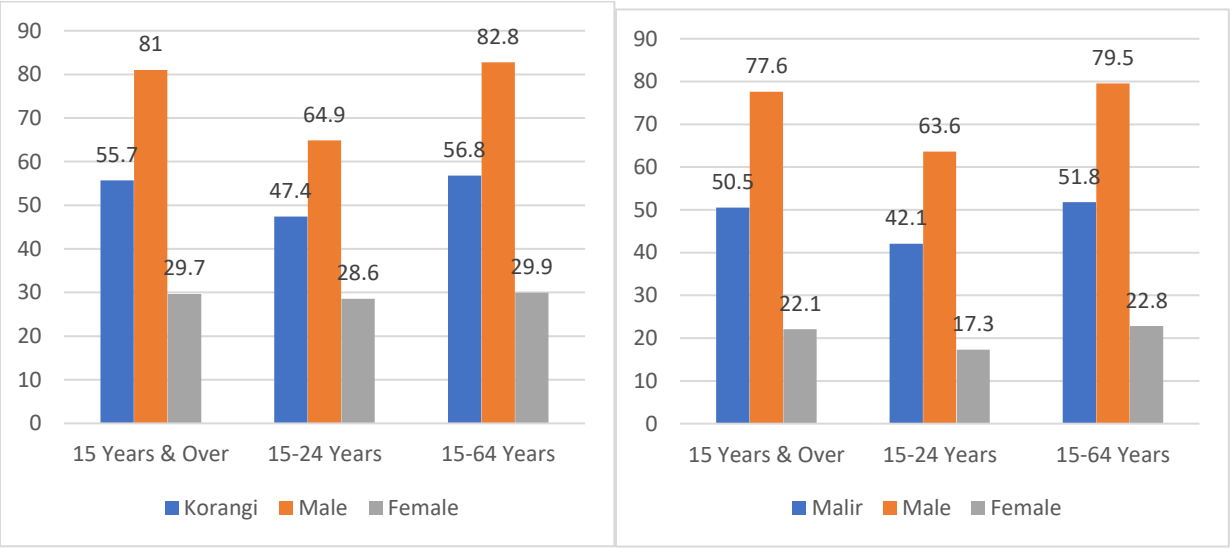
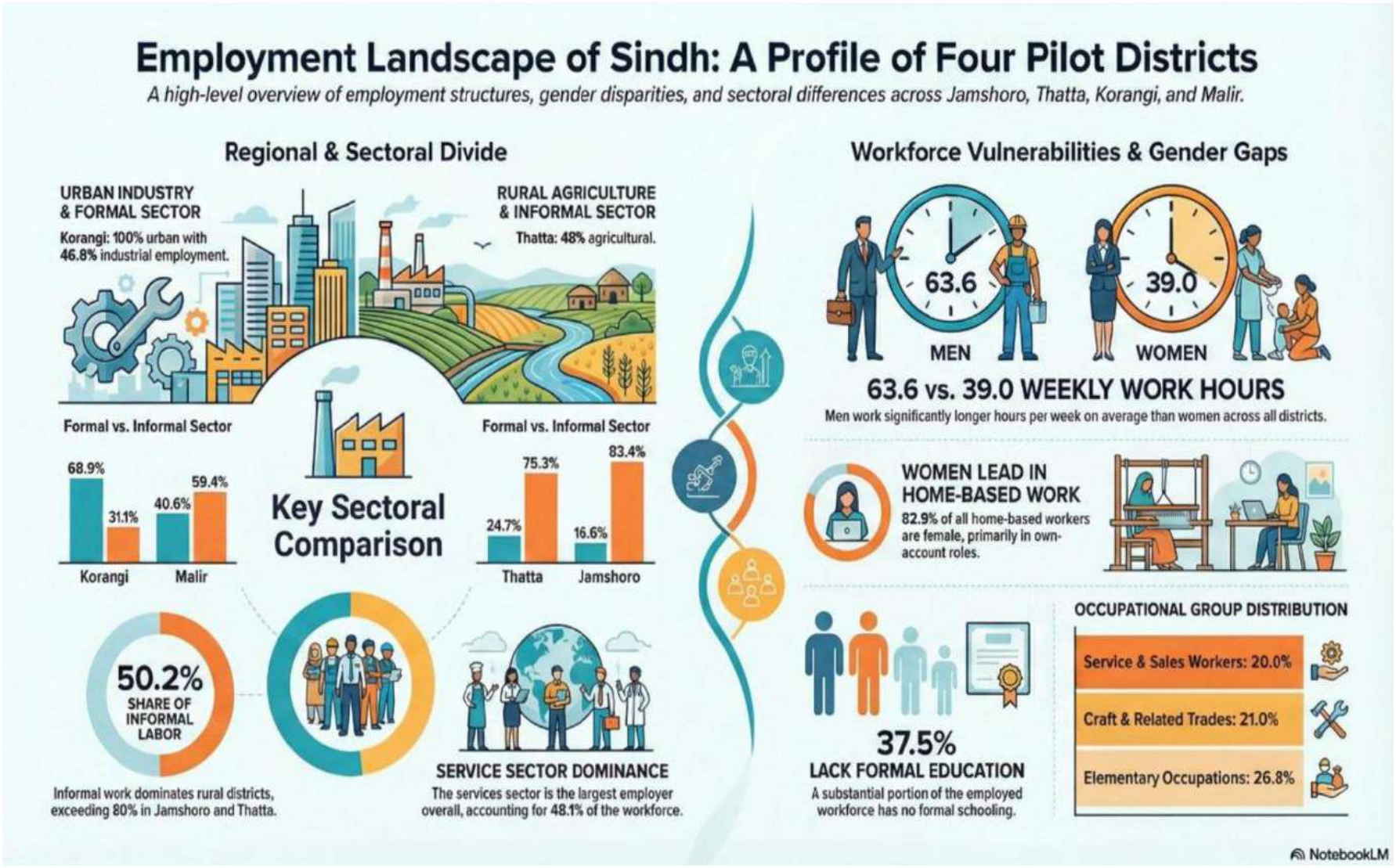


Figure 3.5 shows that, in both Korangi and Malir, labour force participation increases with age and continues to be significantly higher for men than for women, consistent with patterns observed in the other districts. Among individuals aged 15–64, male participation peaks at over 82.8 per cent in Korangi, a largely urban district, and reaches 79.5 per cent in Malir. In contrast, female participation remains much lower, ranging between 17 per cent and 30 per cent, with Malir the lowest of all four pilot districts. Among youth aged 15–24, participation is generally lower for both genders, yet the pronounced gender gap persists, underscoring ongoing disparities in engagement with the labour market.


Employment Landscape of Sindh: A Profile of Four Pilot Districts
A high-level overview of employment structures, gender disparities, and sectoral differences across Jamshoro, Thatta, Korangi, and Malir.
Regional & Sectoral Divide
URBAN INDUSTRY & FORMAL SECTOR
Korangi: 100% urban with 46.8% industrial employment.
RURAL AGRICULTURE & INFORMAL SECTOR
Thatta: 48% agricultural.
Formal vs. Informal Sector
68.9%
31.1%
40.6%
59.4%
Korangi
Malir
Key Sectoral Comparison
Formal vs. Informal Sector
24.7%
75.3%
16.6%
83.4%
Thatta
Jamshoro
50.2%
SHARE OF INFORMAL LABOR
Informal work dominates rural districts, exceeding 80% in Jamshoro and Thatta.
SERVICE SECTOR DOMINANCE
The services sector is the largest employer overall, accounting for 48.1% of the workforce.
Workforce Vulnerabilities & Gender Gaps
63.6
MEN
39.0
WOMEN
63.6 vs. 39.0 WEEKLY WORK HOURS
Men work significantly longer hours per week on average than women across all districts.
WOMEN LEAD IN HOME-BASED WORK
82.9% of all home-based workers are female, primarily in own-account roles.
37.5%
LACK FORMAL EDUCATION
A substantial portion of the employed workforce has no formal schooling.
OCCUPATIONAL GROUP DISTRIBUTION
Service & Sales Workers: 20.0%
Craft & Related Trades: 21.0%
Elementary Occupations: 26.8%
NotebookLM

Employment

This chapter presents a comprehensive analysis of employment levels in the four pilot districts of Sindh, disaggregated by age, sex, region and educational attainment. It examines the structure and characteristics of employment, including industrial and occupational distribution, sectoral composition, and conditions of work. Particular attention is given to formal and informal employment, recognizing the importance of employment status in determining access to social protection, job security and workplace benefits.

In line with internationally recognized labour statistical standards adopted by the International Conference of Labour Statisticians (ICLS), convened under the auspices of the International Labour Organization (ILO), the Sindh Bureau of Statistics (SBS) compiles labour market indicators to ensure consistency, transparency and international comparability. The ICLS serves as the global standard-setting body for labour statistics and meets approximately every five years to review and update concepts and definitions. The 19th ICLS, held in 2013, introduced revised standards on employment and labour force statistics, which have since been implemented by over 120 United Nations Member States.

Consistent with the ILO's Fundamental Principles and Rights at Work, this chapter also situates employment analysis within a rights-based framework. These principles encompass freedom of association and the effective recognition of the right to collective bargaining and, as discussed in the following chapters, the elimination of forced or compulsory labour, the abolition of child labour, and the elimination of discrimination in respect of employment and occupation. By examining patterns of employment across demographic and socio-economic groups, the analysis contributes to assessing inclusivity, equality of opportunity, and decent work conditions in Sindh.

Under the **19th ICLS** resolution concerning statistics of work, employment and labour underutilization, the definition of employment was refined to be narrower and more precise.

Employment is defined as all persons of working age who, during a specified short reference period, performed work for pay or profit, or were temporarily absent from such work. This definition excludes unpaid activities not intended for market production and limits employment strictly to activities performed for remuneration or profit, primarily intended for others.

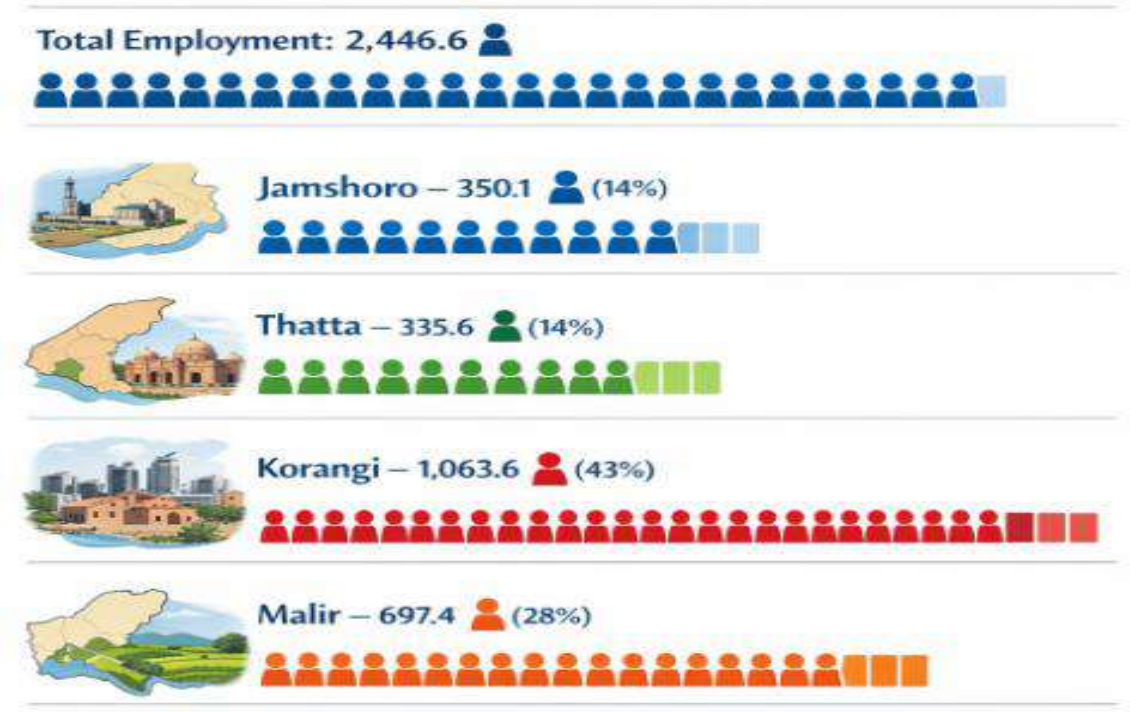
Time-related **underemployment** refers to the persons who worked less than 35 hours during the reference week, were willing to work additional hours, and were available to do so. This indicator highlights labour underutilization and reflects insufficient working hours among employed persons.

Status in Employment (SE) is a fundamental classification in labour statistics. It provides insight into the composition and structure of the workforce based on the nature of the worker's relationship to their job. With the adoption of the 20th ICLS resolution in 2018 concerning statistics on work relationships, a revised classification system International Classification of Status in Employment (ICSE-18) was introduced.

Under ICSE-18, the main categories of status in employment are: Employers, Employees, Own-account workers, Contributing family workers (Unpaid family helpers) and Paid apprentices (internees). These categories help identify the degree of authority, economic risk, and dependency associated with different forms of employment. Therefore, the key indicators (Employed in absolute numbers, employment to population ratio, employment by major industry division, employment by major occupational groups, formal and informal sector employment etc.

1.22 Employed Population – Absolute Numbers - 19th ICLS (000) Pilot Districts

Employed Persons by District (in Thousands)



Legend: = 100,000 thousand employed persons

1.23 Employed Population by Sex and Region - Pilot Districts 19th ICLS (000)

According to the 19th ICLS framework, the total employed population during the period of the FPRW pilot survey 2025–26 is estimated at 2,446.6 thousand, comprising 1,848.9 thousand males and 597.4 thousand females. At the district level, Korangi records the highest employment level (1,063.6 thousand), entirely urban in composition, underscoring its predominantly urban labour market structure. Malir follows with 697.4 thousand employed persons, almost evenly divided between rural (354.6 thousand) and urban (342.9 thousand) areas. Jamshoro reports 350.1 thousand employed persons, with a slightly higher concentration

in rural areas, while Thatta (335.6 thousand) remains largely rural in employment distribution (271.2 thousand). Female employment is notably higher in rural areas than in urban areas in all pilot districts except Korangi, which is entirely urban.

Table 0.1 Employed Population by Sex and Region - Pilot Districts 19th ICLS (000)

District/Area	Total	Male	Female
Over All			
Total	2446.6	1848.9	597.4
Rural	814.0	618.3	195.7
Urban	1632.6	1230.5	401.7
Jamshoro			
Total	350.1	265.9	83.8
Rural	188.2	142.8	45.4
Urban	161.8	123.1	38.4
Thatta			
Total	335.6	242.0	93.6
Rural	271.2	195.3	76.0
Urban	64.4	46.8	17.6
Korangi			
Total	1063.6	788.8	274.8
Rural	--	--	--
Urban	1063.6	788.8	274.8
Malir			
Total	697.4	552.2	145.2
Rural	354.6	280.2	74.4
Urban	342.9	272.0	70.9

1.24 Employment to Population Ratio

The Employment-to-Population Ratio (EPR) is a key labour market indicator that measures the proportion of a country's working-age population (in this FPRW survey report, persons aged 15 years and above) that is employed.

1.24.1 Employment to Population Ratio (19th ICLS) – Pilot Districts

As per the 19th International Conference of Labour Statisticians, the overall score is 49.9, reflecting moderate performance across districts. Thatta ranks highest at 54.7, followed by Korangi (50.9) and

Jamshoro (50.4), all performing at or above the overall average. Malir records the lowest score at 46.5, falling below the average and indicating an area for improvement. The 8.2-point gap between the highest and lowest districts shows moderate performance variation.



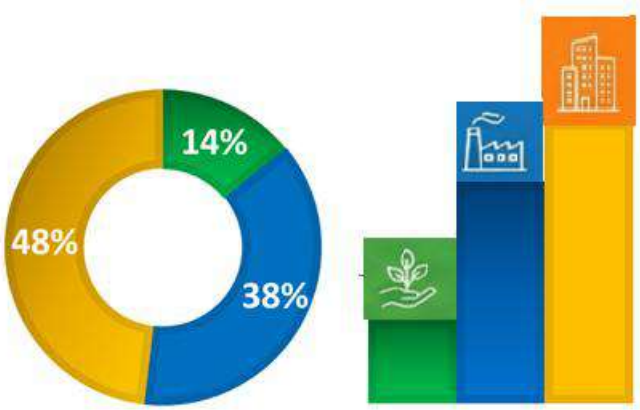
Table 0.2 Employment to Population Ratio – Pilot Districts (per cent)

District/Area	Total	Male	Female
Over All			
Total	49.9	73.8	25
Rural	50.5	75.2	24.8
Urban	49.7	73.1	25.1
Jamshoro			
Total	50.4	76.7	24.7
Rural	50.9	76.6	24.8
Urban	49.7	72.5	24.7
Thatta			
Total	54.7	75.5	32
Rural	55.1	75.9	32.3
Urban	53.2	74.2	30.6
Korangi			
Total	50.9	74.4	26.7
Rural	--	--	--
Urban	50.9	74.4	26.7
Malir			
Total	46.5	71.8	19.8
Rural	47.3	74.1	20.1
Urban	45.6	69.6	19.6

The overall Employment-to-Population Ratio (EPR) during the 2025–26 pilot survey is estimated at 49.9 per cent, with a substantially higher ratio for males (73.8 per cent) compared to females (25.0 per cent), reflecting a pronounced gender gap in employment participation. The EPR in rural areas (50.5 per cent) is

slightly higher than in urban areas (49.7 per cent). Among the pilot districts covered under the FPRW Survey, Thatta records the highest employment-to-population ratio (54.7 per cent), followed by Korangi (50.9 per cent), Jamshoro (50.4 per cent), and Malir (46.5 per cent). In rural areas, Thatta shows the highest ratio (55.1 per cent), while the lowest is observed in urban Malir (45.6 per cent). Across all districts, the employment-to-population ratio for males remains significantly higher than that of females.

1.25 Employed Population: Major Industry Division (19th ICLS)



The distribution of employment by major industry division, in accordance with the 19th ICLS framework, indicates that overall employment is predominantly concentrated in the services sector (48.1 per cent), followed by industry (37.7 per cent) and agriculture (14.2 per cent).

Table 0.3 Employed Population: Major Industry Division (19th ICLS) – per cent

Districts	Agriculture	Industry	Services
Jamshoro	28.7	42.7	28.6
Thatta	48.0	18.9	33.1
Korangi	1.0	46.8	52.2
Malir	10.3	30.6	59.1

Table 4.3 shows notable variations across districts. Thatta shows a strong reliance on agriculture (48.0 per cent), reflecting its rural economic structure, while Jamshoro has a relatively balanced distribution with a higher share in industry (42.7 per cent). In contrast, Korangi's employment is overwhelmingly urban-oriented, with minimal engagement in agriculture (1.0 per cent) and a dominant share in services (52.2 per cent) and industry (46.8 per cent). Malir also exhibits a service-led employment structure (59.1 per cent), followed by industry (30.6 per cent), with limited agricultural participation (10.3 per cent). These variations highlight the structural differences in economic activities across the pilot districts.

Table 0.4 Distribution of Employed Persons by Major Industry Divisions (per cent)

District/Area	Total	Male	Female
Jamshoro			
Total	100	100	100
Agriculture, forestry & fishing	28.7	29.9	25.2
Manufacturing	23.8	14.1	54.3
Construction	15.9	20.7	0.3
Wholesale & retail trade	7.2	8.8	2.2
Transport/storage & communication	5.6	7.4	--
Community/social & personal services	15.3	14.4	18.0
*Others	3.6	4.7	--
Thatta			
Total	100	100	100
Agriculture, forestry & fishing	48.0	46.2	52.8
Manufacturing	10.4	3.2	29.6
Construction	4.2	5.1	1.5
Wholesale & retail trade	14.0	14.0	6.0
Transport/storage & communication	5.2	7.1	--
Community/social & personal services	14.0	15.4	10.1
*Others	4.3	5.9	--
Korangi			
Total	100	100	100
Agriculture, forestry & fishing	1.0	1.3	--
Manufacturing	39.3	39.1	40.2
Construction	5.7	7.5	0.4
Wholesale & retail trade	16.8	16.8	6.4
Transport/storage & communication	5.7	7.6	0.4
Community/social & personal services	28.7	20.6	52.0
*Others	2.8	3.5	0.6
Malir			
Total	100	100	100
Agriculture, forestry & fishing	10.2	10.6	8.6
Manufacturing	23.9	27.8	9.3
Construction	4.9	6.1	0.3
Wholesale & retail trade	15.5	15.5	2.2
Transport/storage & communication	11.7	14.6	0.5
Community/social & personal services	31.8	19.4	79.1

*Others	2.0	2.6	--

* Others (includes mining & quarrying, electricity, gas & water and financial and insurance activities)

The table shows that in the predominantly rural districts of Thatta and Jamshoro, agriculture, forestry and fishing remain the leading sector, engaging 48.0 per cent and 28.7 per cent of employed persons, respectively. In Thatta, other notable sectors include wholesale trade and community, social and personal services (14.0 per cent), manufacturing (10.4 per cent), transport and communication and construction (9.6 per cent). In Jamshoro, manufacturing accounts for a substantial share (23.8 per cent), followed by construction (15.9 per cent) and community, social and personal services (15.3 per cent). Female employment in Thatta is heavily concentrated in agriculture (52.8 per cent) and manufacturing (29.8 per cent), while in Jamshoro, 25.2 per cent of employed females are engaged in agriculture and a majority (54.3 per cent) in manufacturing.

In contrast, the urban districts of Korangi and Malir exhibit a more diversified and industry- and services-oriented employment structure. In Korangi, 39.3 per cent of employed persons are engaged in manufacturing, followed by community, social and personal services (28.7 per cent) and wholesale trade (16.8 per cent). Similarly, in Malir, employment is concentrated in community and personal services (31.8 per cent), manufacturing (23.9 per cent), wholesale trade (15.5 per cent), and transport, storage and communication (11.7 per cent). Female employment in urban districts is largely concentrated in community, social and personal services, with particularly high shares observed in Korangi, where manufacturing also accounts for a significant proportion of female employment.

Table 0.5 Employed Population: Major Occupational Groups (Per cent)

District/Area	Total	Male	Female
Total	**100**	**100**	**100**
Managers	0.8	1.0	0.0
Professionals	5.0	2.6	12.2
Technicians & associate professionals	2.8	3.1	1.9
Clerical support workers	2.0	2.7	0.0
Service and sales workers	20.0	21.8	14.5
Skilled agricultural, forestry & fishery workers	10.1	10.7	8.3
Craft & related trades workers	21.0	16.4	35.5
Plant/ machine operators & assemblers	11.4	14.9	0.6
Elementary occupations	26.8	26.7	27.0
Armed forces occupations	0.1	0.2	0.0

Table 4.5 shows how overall employment is distributed among major occupational groups. For this pilot survey we followed the same Pakistan Standard Classification of Occupations (PSCO-2015). As per the Pakistan Standard Classification of Occupations (PSCO-2015), there are nine major occupational groups. The table shows the classification of employment by major occupational groups.

The distribution of employed persons by major occupational groups indicates that the largest proportion of employed persons is engaged in elementary occupations (26.8 per cent), followed by craft and related trades workers (21.0 per cent) and services and sales workers (20.0 per cent). Among males, the highest employment is in elementary occupations, followed by services and sales, and craft and related trades workers. Among females, a notable gender disparity is observed in craft and related trades occupations, where female participation (35.5 per cent) is substantially higher than that of males (16.4 per cent). This highlights the concentration of female employment in specific occupational categories within the surveyed districts.

Table 0.6 Distribution of Employed Population by Major Occupations – Pilot Districts

District/Area	Total	Male	Female
Jamshoro			
Total	100	100	100
Managers	0.3	0.5	--
Professionals	4	3.5	5.6
Technicians & associate professionals	2.7	2.9	2.2
Clerical support workers	0.7	1	--
Service and sales workers	15.9	17.3	11.2
Skilled agricultural, forestry & fishery workers	24	24.5	22.3
Craft & related trades workers	18.6	8.2	51.3
Plant/ machine operators & assemblers	7.8	10.3	0
Elementary occupations	25.8	31.5	7.5
Thatta			
Total	100	100	100
Managers	0.8	1.1	--
Professionals	1.6	1.3	2.6
Technicians & associate professionals	0.9	1	0.5
Clerical support workers	0.2	0.2	--
Service and sales workers	15.4	19.1	5.7
Skilled agricultural, forestry & fishery workers	29.6	33.2	20
Craft & related trades workers	14.7	8.3	31.9
Plant/ machine operators & assemblers	4.3	5.9	0
Elementary occupations	32.5	29.9	39.3
Korangi			
Total	100	100	100
Managers	1.3	1.7	--
Professionals	5.8	2.6	14.9
Technicians & associate professionals	4	4.4	2.8
Clerical support workers	3.4	4.5	--
Service and sales workers	17.3	19.1	12.4
Skilled agricultural, forestry & fishery workers	0.8	0.9	0.4
Craft & related trades workers	28	25.9	34.1
Plant/ machine operators & assemblers	13.7	18.1	1.2
Elementary occupations	25.7	22.7	34.1
Malir			
Total	100	100	100
Managers	0.2	0.3	--
Professionals	5.7	2.8	17.2
Technicians & associate professionals	2	2.2	1.1
Clerical support workers	1.6	2	--
Service and sales workers	28.4	28.9	26.2
Skilled agricultural, forestry & fishery workers	7.8	7.9	7.4

Craft & related trades workers	14.8	10.5	31.2
Plant/ machine operators & assemblers	13.2	16.7	0
Elementary occupations	26.2	28.6	16.9

Table 4.6 shows that employment across the four districts is predominantly concentrated in elementary occupations, accounting for approximately one-quarter to one-third of total employment. In Jamshoro (25.8 per cent) and Thatta (32.5 per cent), elementary occupations represent the largest share, followed by significant proportions in skilled agricultural, forestry and fishery activities, as well as craft-related and services occupations, reflecting the rural and agriculture-oriented nature of employment in these districts. In Korangi (25.7 per cent) and Malir (26.2 per cent), elementary occupations also constitute a substantial share of employment. In Korangi, employment is notably concentrated in craft and related trades (28.0 per cent), services and sales (17.3 per cent), and plant and machine operators (13.7 per cent). In Malir, services and sales workers account for the largest share (28.4 per cent), followed by craft-related occupations (14.8 per cent) and plant and machine operators (13.2 per cent).

1.26 Employed Population: Employment Status

The distribution of employment by status under the 18th ICLS framework shows that, overall, employees constitute the largest share of the workforce (68.0 per cent), followed by own-account workers (19.9 per cent), contributing family workers (5.9 per cent), employers (5.5 per cent), and paid apprentices/internees (0.7 per cent). Gender-wise, male employment is dominated by employees (72.0 per cent) and employers (7.0 per cent), while female employment shows a higher proportion of own-account workers (29.8 per cent) and contributing family workers (13.1 per cent). Female participation as employees (55.8 per cent) and employers (0.8 per cent) remains lower compared to males, highlighting gender differences in employment status across the surveyed population.

Table 0.7 Employed Population - Distribution by Employment Status by Sex

District/Area	Total	Male	Female
Total	**100**	**100**	**100**
Employers	5.5	7.0	0.8
Own account workers	19.9	16.7	29.8
Employees	68.0	72.0	55.8
Contributing family workers	5.9	3.6	13.1
Paid Apprentice/ Internee	0.7	0.7	0.5

Figure 0.1 Employed Population – Distribution by Employment Status by Sex – Pilot Districts

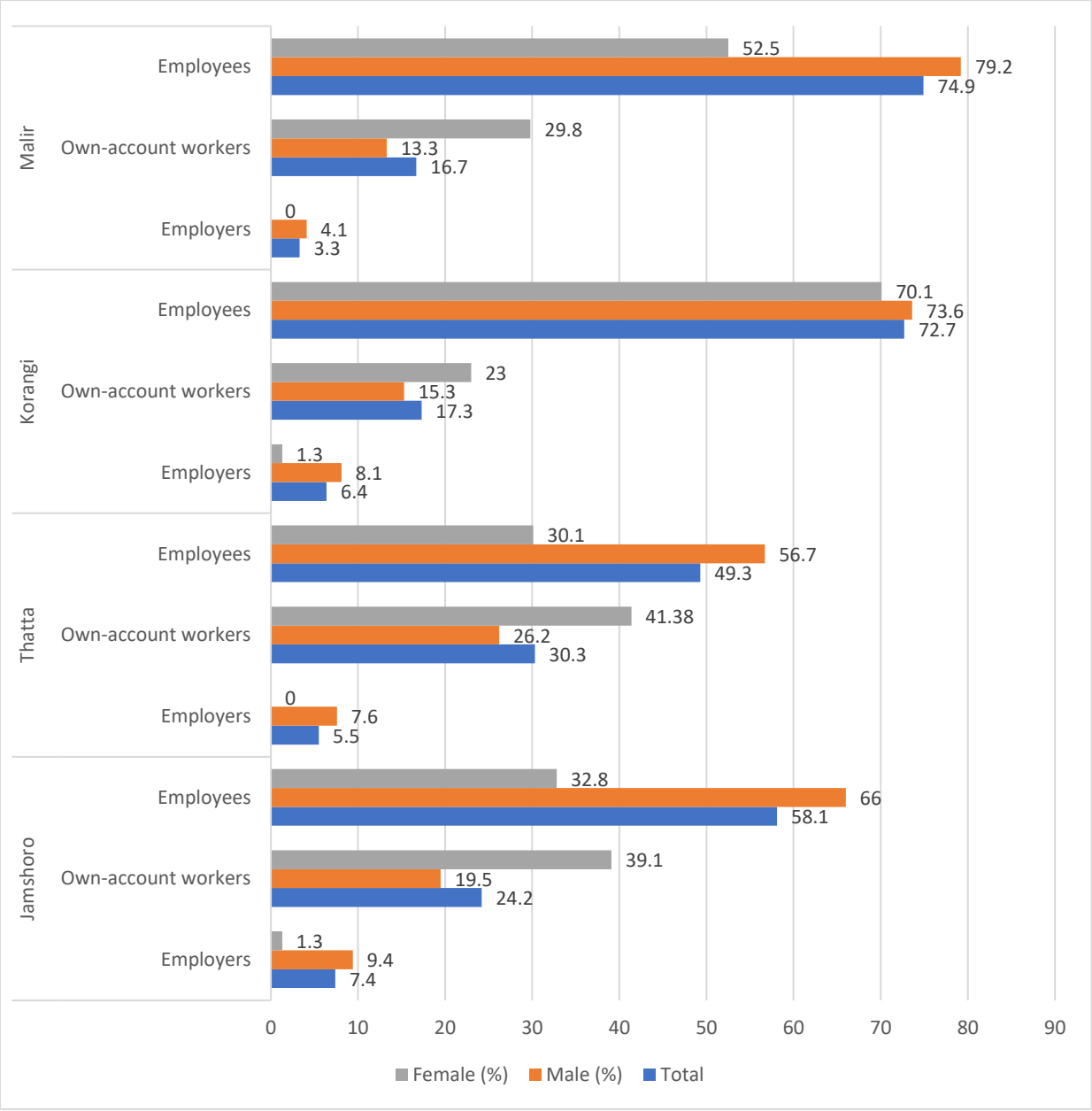


Figure 4.1 presents employment status in all four pilot districts and shows that employees constitute the largest share across all districts, ranging from 58.1 per cent in Jamshoro, 49.3 per cent in Thatta, 72.7 per cent in Korangi, to 74.9 per cent in Malir. Own-account workers are the second-largest category, particularly among females, with the highest shares in Thatta (41.3 per cent) and Jamshoro (39.1 per cent).

Contributing family workers are more prevalent among females in rural districts (26.4 per cent in Jamshoro, 28.2 per cent in Thatta), while employers and paid apprentices/internees account for smaller proportions in all districts. In urban districts, Korangi and Malir, female employment is primarily as employees (70.1 per cent and 52.5 per cent, respectively) and own-account work (23.0 per cent and 29.8 per cent, respectively). Overall, male employment is concentrated in employee and employer categories, whereas females are more engaged in own-account and contributing family work.

1.27 Employed Population: Education Level

As the table shows, 37.5% of employed persons have no formal education, with a much higher proportion among females (52.2%) compared to males (32.8%), highlighting significant gender disparity. Most workers are concentrated in low to middle education levels, particularly primary (13.3%), middle (14.2%), and matric (18.8%). Educational attainment declines sharply at higher levels, with only 8.4% reaching intermediate and just 3.6% holding a degree or above. Overall, employment is largely dominated by individuals with limited education, especially women with no formal schooling.

Table 0.8 Distribution of Employed Persons by Sex and Education Level

District/Area	Total	Male	Female
Total	**100**	**100**	**100**
No Formal	37.5	32.8	52.2
Nursery but below K.G.	0.3	0.3	0.2
K.G but below primary	3.9	4.2	3.1
Primary but below middle	13.3	14.3	10.1
Middle but below matric	14.2	15.4	10.6
Matric but below intermediate	18.8	20.1	15.0
Inter. but below degree	8.4	9.3	5.6
Degree & Above	3.6	3.2	3.6

Table 0.9 Distribution of Employed Persons by Sex and Education Level – Pilot Districts Jamshoro and Thatta

As shown in the table below, in Jamshoro and Thatta, educational attainment remains low, with 52.3 per cent of Jamshoro's population and 60.3 per cent of Thatta's population having no formal education, particularly among women (70.8 per cent in Jamshoro and 87.1 per cent in Thatta). Participation in primary to middle education ranges from 10 to 11.8 per cent in total, with Jamshoro showing more balanced male-female representation, while Thatta exhibits stark gender gaps. Higher education is limited, with only 6.7 per cent in Jamshoro and 1.8 per cent in Thatta attaining degree-level or above, and female enrollment in

Thatta barely 1.7 per cent. These figures highlight pronounced gender disparities and underscore the need for interventions to expand access to education, especially for women in Thatta.

District/Area	Total	Male	Female	Total	Male	Female
	Jamshoro			Thatta		
Total	100	100	100	100	100	100
No Formal	52.3	46.3	70.8	60.3	50	87.1
Nursery but below K.G.	0.5	0.5	0.6	1.6	1.8	0.9
K.G but below primary	3.5	3.5	3.5	5.7	6.8	2.8
Primary but below middle	10	10.9	7.3	11.8	15.4	2.6
Middle but below matric	7.9	9.3	3.8	5.1	6.2	2.1
Matric but below intermediate	9.9	11.5	4.8	8.1	10.5	2.1
Inter. but below degree	9.2	10.3	5.8	5.6	7.5	0.6
Degree & Above	6.7	7.7	3.6	1.8	1.8	1.7

Table 0.10 Distribution of Employed Persons by Sex and Education Level – Pilot Districts Korangi and Malir

District/Area	Total	Male	Female	Total	Male	Female
	Korangi			Malir		
Total	100.0	100.0	100.0	100	100	100
No Formal	26.2	23.5	34.1	36.4	32	53.4
Nursery but below K.G.	0.0	0.0	0.0	0	0	0
K.G but below primary	2.9	2.9	2.9	4.7	5.2	3
Primary but below middle	15.2	16.4	11.6	12.7	12.4	13.7
Middle but below matric	22.2	23.3	18.8	9.7	11.1	4.3
Matric but below intermediate	23.3	23.3	23.1	21.7	23.7	13.9
Inter. but below degree	7.3	7.4	6.9	11	12.3	6.4
Degree & Above	2.9	3.1	2.5	3.8	3.4	5.3

Totals may not tally due to rounding.

Table 4.10 shows that in Korangi and Malir, educational attainment shows significant variation. In Korangi, 26.2 per cent of the population has no formal education, including 34.1 per cent of women, while in Malir, 36.4 per cent of the population and 53.4 per cent of women have no formal education. Early childhood education is negligible in both districts. Primary to middle education accounts for 15.2 per cent in Korangi and 12.7 per cent in Malir, with relatively balanced gender distribution in Korangi but a slight female lag in Malir. Secondary education (middle to intermediate) is higher in Korangi, reaching 45.5 per cent

combined, compared to 31.4 per cent in Malir. Enrollment in higher education is low in both districts, with degree-level attainment of 2.9 per cent in Korangi and 3.8 per cent in Malir, and female representation particularly low in Korangi (2.5 per cent). These data indicate persistent gender gaps and highlight the need for targeted efforts to improve educational access, especially for women in Malir.

1.28 Hours of Work

Mean hours (average hours) worked refers to the number of hours employed individuals work during the reference period (past week). In the FPRW 2025-26, this short period corresponds to the week preceding the day of enumeration. The actual hours of work per week represent the time spent by individuals in productive activities during the reference period. This section examines the average weekly hours worked in both main and subsidiary occupations, with analysis by sex, industry and occupation.

Table 4.11 shows that mean hours worked per week at the overall level are 57.6, with average working hours ranging from 55.5 in rural areas to 58.7 in urban areas, so urban working hours are higher than rural. Males work longer hours. Overall, males work on average 63.6 hours per week, while females work 39.0 hours. In rural areas, males work 62.0 hours and females 35.0 hours per week, whereas in urban areas, males work slightly longer at 64.4 hours and females at 40.9 hours.

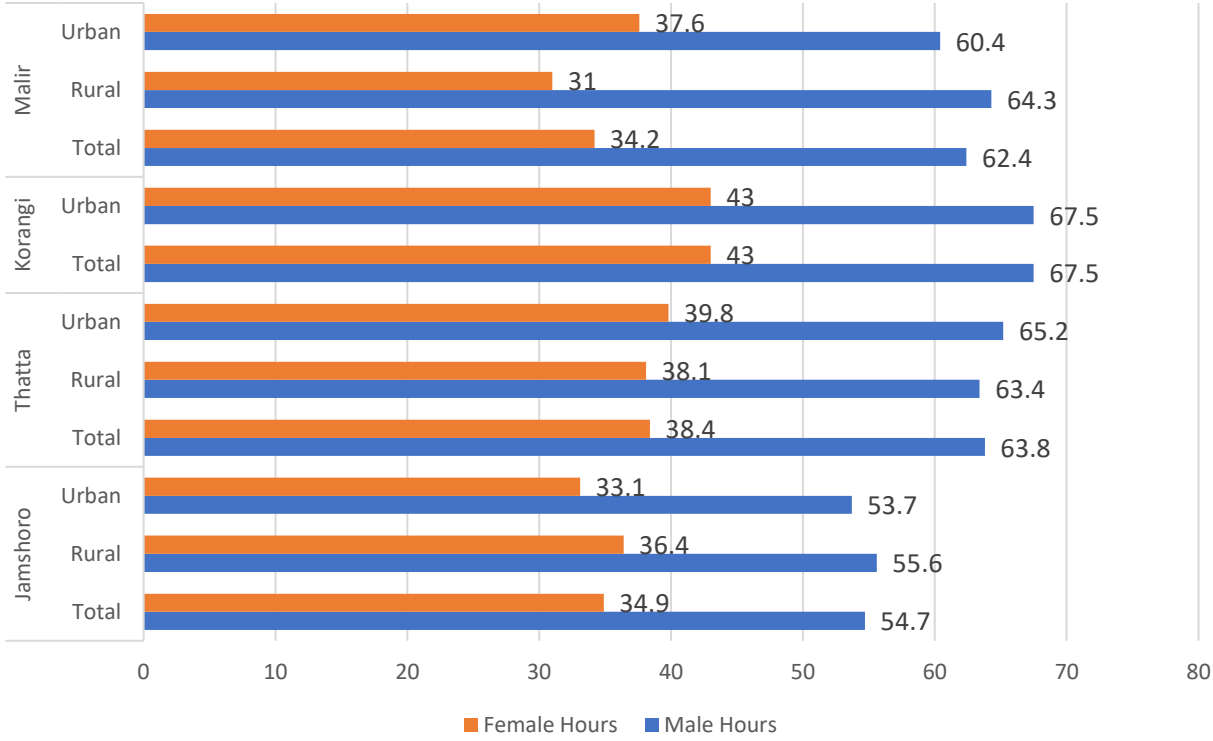
Table 0.11 Mean Hours Worked by Area and Sex

District/Area	Total	Male	Female
Total	**57.6**	**63.6**	**39.0**
Rural	55.5	62.0	35.0
Urban	58.7	64.4	40.9

Figure 0.2 Mean Hours Worked by Area and Sex – Pilot Districts

Figure 4.2 shows that, across the four districts of Jamshoro, Thatta, Korangi, and Malir, mean hours worked per week show notable differences by sex and area. In Jamshoro, male workers average 54.7 hours overall, with slightly higher hours in rural areas (55.6) compared to urban areas (53.7), while female workers average 34.9 hours overall, slightly more in rural (36.4) than urban areas (33.1). Thatta exhibits higher working hours overall, with males averaging 63.8 hours per week and females 38.4, and urban areas showing slightly higher hours than rural areas for both sexes. Korangi has the highest average working hours, with males working 67.5 hours and females 43.0 hours, with urban areas representing the entire workforce. In Malir, male workers average 62.4 hours overall, peaking in rural areas at 64.3 hours, while female workers average 34.2 hours overall, with urban areas recording higher hours (37.6) than rural (31.0). Across all districts, males consistently work more hours than females, while urban–rural variations indicate

that rural males tend to work longer hours in some districts, whereas female working hours are higher in urban areas in Malir and Thatta, reflecting both gender and area-specific patterns in labour engagement.



1.29 Formal and Informal Sector

Under the standards of the 19th International Conference of Labour Statisticians (ICLS), adopted by the International Labour Organization, the formal and informal sectors are defined on an enterprise-based classification.

The informal sector consists of private unincorporated enterprises that are not registered under national legislation (such as business, tax, or social security laws) and do not maintain complete formal accounts, typically operating on a small scale with limited organizational structure.

In contrast, the formal sector comprises legally recognized and registered institutional units, including government departments, public corporations, incorporated private enterprises, and registered non-profit institutions that operate under national regulatory frameworks and maintain formal accounts.

This classification is based on the legal status and registration of the production unit rather than the characteristics of individual jobs, and it applies across both agricultural and non-agricultural activities. The FPRW survey findings show a nearly equal distribution of employment, with 47.3% in the formal sector

and 52.7% in the informal sector, which may be due to the inclusion of the fully urbanized district of Korangi in the sample.

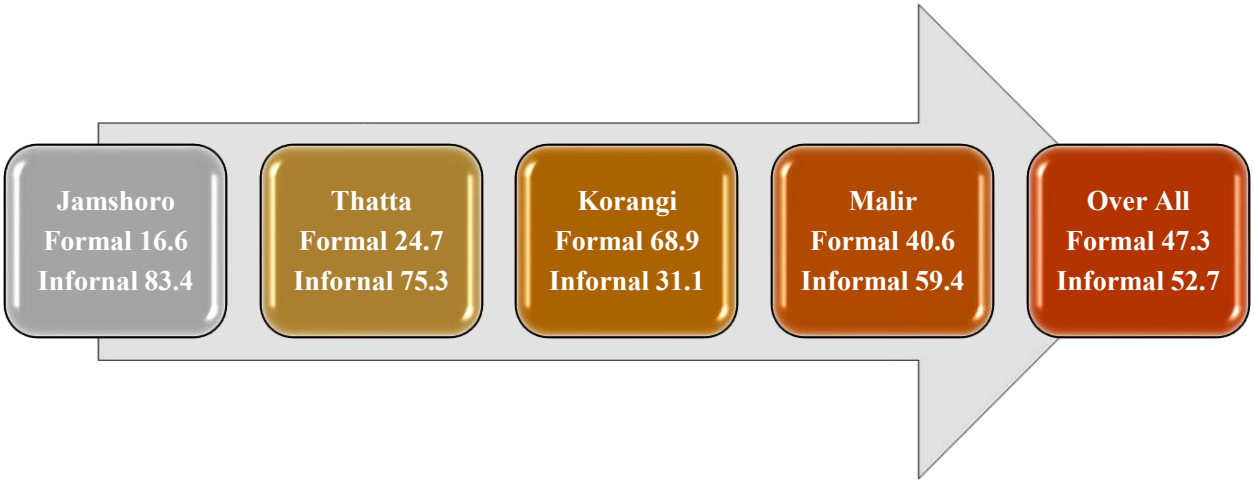


Table 0.12 Employment by Sector (19th ICLS)

Districts	Total	Male	Female	Total	Male	Female
		Thousand - 000			per cent	
Total	**2446.6**	**1848.9**	**597.4**	**100**	**100**	**100**
Formal	1157.2	945.3	211.8	47.3	51.1	35.5
Informal	1289.4	903.5	385.5	52	48.9	64.5

As per international standards (19th ICLS), the total employed labor force of 2,446.6 thousand comprises 1,848.9 thousand males (75.6 per cent). The informal sector is the largest contributor to total employment, accounting for 52.0 per cent overall, while the formal sector represents 47.3 per cent of total employment. Female workers are predominantly employed in the informal sector (64.5 per cent), whereas males are more concentrated in the formal sector, with a share of 51.1 per cent compared to 35.5 per cent for females. These figures point to a gender divide in sectoral employment, with women largely engaged in informal work and men in formal employment.

Table 0.13 Formal and Informal Sector Employment - Pilot Districts (19th ICLS)

Districts	Total	Formal	Informal	Total	Formal	Informal
		Thousand - 000			Per cent	
Jamshoro	350	58.2	291.8	100	16.6	83.4
Thatta	335.6	83.1	252.5	100	24.7	75.3
Korangi	1063.5	732.7	330.8	100	68.9	31.1
Malir	697.4	283.2	414.2	100	40.6	59.4

The share of formal sector employment is highest in Korangi (68.9 per cent), followed by Malir (40.6 per cent), Thatta (24.7 per cent) and Jamshoro (16.6 per cent), while informal sector employment is highest in Jamshoro (83.4 per cent) followed by Thatta (75.3 per cent), Malir (59.4 per cent) and Korangi (31.1 per cent).

Table 0.14 Distribution of Formal and Informal Workers by Region

Sectors	Total	Jamshoro	Thatta	Korangi	Malir
Total	**100**	**100**	**100**	**100**	**100**
Formal	47.3	16.6	24.6	68.9	40.6
Informal	52.7	83.4	75.3	31.1	59.4
Rural	100	100	100	100	100
Formal	29.5	13.2	25.9	--	40.9
Informal	70.5	86.8	74.1	--	59.2
Urban	100	100	100	100	100
Formal	56.2	20.7	19.7	68.9	40.4
Informal	43.8	79.3	80.3	31.1	59.7

The table shows substantial district-level variations, with Korangi exhibiting the highest proportion of formal employment (68.9 percent), reflecting its urban-industrial structure, while Jamshoro and Thatta demonstrate predominantly informal employment patterns. Rural areas are characterized by higher informality (70.5 percent overall), whereas urban areas show relatively higher formal employment (56.2 percent), consistent with greater institutional and enterprise registration in urban labour markets.

1.30 Formal and Informal Sector Employment by Occupational Group

Table 4.15 shows that formal employment is relatively more concentrated in higher-skilled occupational groups. Professionals account for 7.2 percent of formal employment, while technicians and associate professionals represent 5.0 percent. Clerical support workers constitute 4.2 percent, reflecting structured administrative roles within registered enterprises and public institutions. Managers account for 1.3 percent of formal employment. Plant and machine operators and assemblers represent 15.3 percent of formal employment, and craft and related trades workers account for 20.1 percent, highlighting the role of organized industrial and manufacturing activities within the formal sector. Elementary occupations comprise the largest share within formal employment (29.2 percent), indicating that lower-skilled jobs also exist within regulated enterprises. Armed forces occupations are entirely formal in nature.

Informal employment is predominantly concentrated in service-oriented and primary sector activities. Service and sales workers account for 26.0 percent of informal employment, while skilled agricultural,

forestry and fishery workers represent 14.3 percent, reflecting the continued dominance of agriculture and small-scale production within informal arrangements. Craft and related trades workers constitute 21.6 percent of informal employment, and elementary occupations account for 24.6 percent, demonstrating the vulnerability of low-skilled workers to informal employment conditions. In contrast, professionals (3.3 percent), technicians (1.0 percent), and clerical workers (0.3 percent) represent comparatively small shares of informal employment, suggesting that higher-skilled occupations are more likely to be absorbed into formal sector enterprises.

Table 0.15 Formal and Informal Sector Employment by Occupational Groups

Main Occupational Groups	Total	Formal	Informal	Total	Formal	Informal
	Thousand - (000)			(Per cent)		
Total	**2446.5**	**1157.2**	**1289.4**	**100**	**100**	**100**
Managers	19.5	15.2	4.4	0.8	1.3	0.3
Professionals	125.6	82.7	42.8	5.1	7.2	3.3
Technicians & associate professionals	70	57.3	12.8	2.9	5	1
Clerical support workers	51.9	48.4	3.5	2.1	4.2	0.3
Service and sales workers	471.8	137	334.8	19.3	11.8	26
Skilled agricultural, forestry & fishery workers	250.4	65.9	184.6	10.2	5.7	14.3
Craft & related trades workers	510	232	278	20.9	20.1	21.6
Plant/ machine operators & assemblers	288.8	177.3	111.5	11.8	15.3	8.6
Elementary occupations	655.1	338	317.1	26.8	29.2	24.6
Armed forces occupations	3.4	3.4	--	0.1	0.3	0

1.31 Distribution of Informal Sector Employment by Major Industry Division

Overall, the distribution by major industry division reflects occupational segmentation within the labour market, where professional, technical, clerical and industrial occupations are more integrated into formal employment, while agriculture, small-scale trade, and low-productivity services remain predominantly associated with informal employment arrangements as per table 4.16.

Further, Table 4.16 shows that manufacturing constitutes the largest share of total employment (29.4 percent) and accounts for a substantial proportion of formal employment (44.0 percent), indicating that organized industrial production is largely concentrated within the formal sector. Community, social and

personal services represent 25.1 percent of total employment and are relatively evenly distributed between formal (26.2 percent) and informal (24.1 percent) employment, reflecting the mixed nature of service provision.

In contrast, agriculture, forestry and fishing account for 14.0 percent of total employment but represent a significantly larger share of informal employment (19.7 percent) compared to formal employment (7.6 percent), highlighting the predominance of informal work arrangements in primary sector activities. Similarly, wholesale and retail trade (13.8 percent of total employment) and construction (7.0 percent) are disproportionately concentrated in informal employment, accounting for 19.3 percent and 9.5 percent of informal employment respectively, compared to much smaller shares in formal employment.

Transport, storage and communication display a more balanced distribution, though informal employment (8.6 percent) slightly exceeds formal employment (6.5 percent). The residual "other" industries account for a relatively small share of employment (3.1 percent), with a modestly higher presence in formal employment.

Table 0.16 Distribution of Informal Sector Employment by Major Industry Division

District/Area	Total	Formal	Informal	Total	Formal	Informal
		Thousand - (000)				(Per cent)
Total	**2446.4**	**1157.3**	**1289.4**	**100**	**100**	**100**
Agriculture, forestry & fishing	342.6	88.3	254.3	14	7.6	19.7
Manufacturing	719.9	509.2	210.8	29.4	44	16.4
Construction	170.5	47.9	122.5	7	4.1	9.5
Wholesale & retail trade	336.9	87.9	249.1	13.8	7.6	19.3
Transport/storage & communication	186	75.1	111	7.6	6.5	8.6
Community/social & personal services	614.9	303.7	311.3	25.1	26.2	24.1
*Others	75.6	45.2	30.4	3.1	3.9	2.4

*Others (includes mining & quarrying; electricity, gas & water and finance, insurance, real estate & business services)

1.32 Employment Status

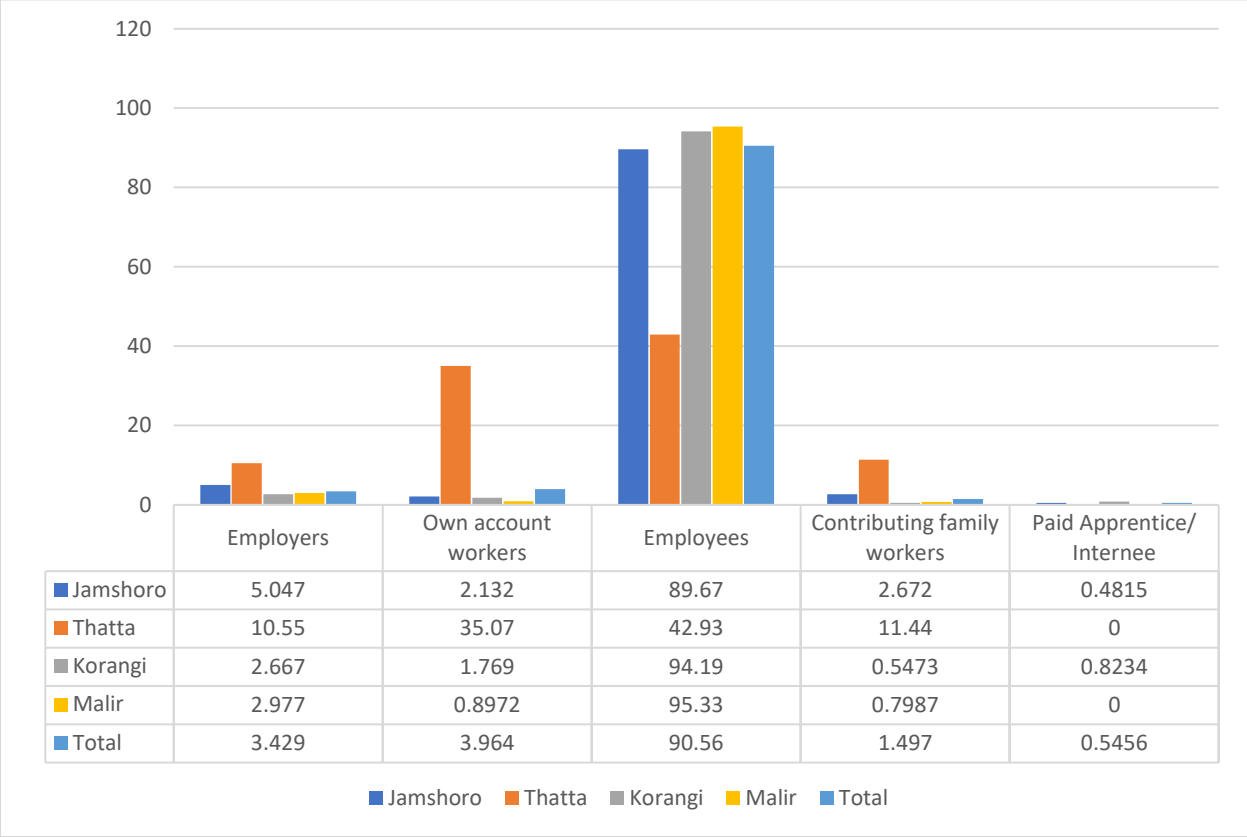
Table 0.17 Distribution of Employment Status by Sex (per cent)

Employment Status	Total	Formal	Informal	Formal	Formal	Informal	Informal
				Male	Female	Male	Female

Total	**100**	**47.3**	**52.7**	**81.7**	**18.3**	**70.1**	**29.9**
Employers	**5.5**	**1.6**	**3.9**	**3.4**	**0**	**7**	**0.4**
Own account workers	**19.9**	**1.9**	**18**	**3.6**	**0.3**	**20.7**	**13.5**
Employees	**68**	**42.8**	**25.2**	**73.4**	**17.2**	**37.4**	**10.4**
Contributing family workers	**5.9**	**0.7**	**5.2**	**1**	**0.5**	**4.3**	**5.6**
Paid Apprentice/ Internee	**0.7**	**0.3**	**0.4**	**0.3**	**0.2**	**0.8**	**0**

The distribution of employment by status shows that employment is predominantly male in both sectors, particularly in the formal sector where men account for 81.7 per cent of workers, while women represent 18.3 per cent. Employees constitute the largest share of total employment at 68 per cent, followed by own-account workers (19.9 per cent), employers (5.5 per cent), and contributing family workers (5.9 per cent). Most own-account workers and contributing family workers are concentrated in the informal sector, reflecting the prevalence of small-scale and unregistered economic activities. Female workers are relatively more represented in informal and family-based work, while employer positions remain largely male-dominated. Paid apprentices or internees account for a very small proportion of total employment (0.7 per cent), indicating limited participation in structured training opportunities.

Figure 0.3 Formal Sector Distribution by Employment Status – Pilot Districts (per cent)

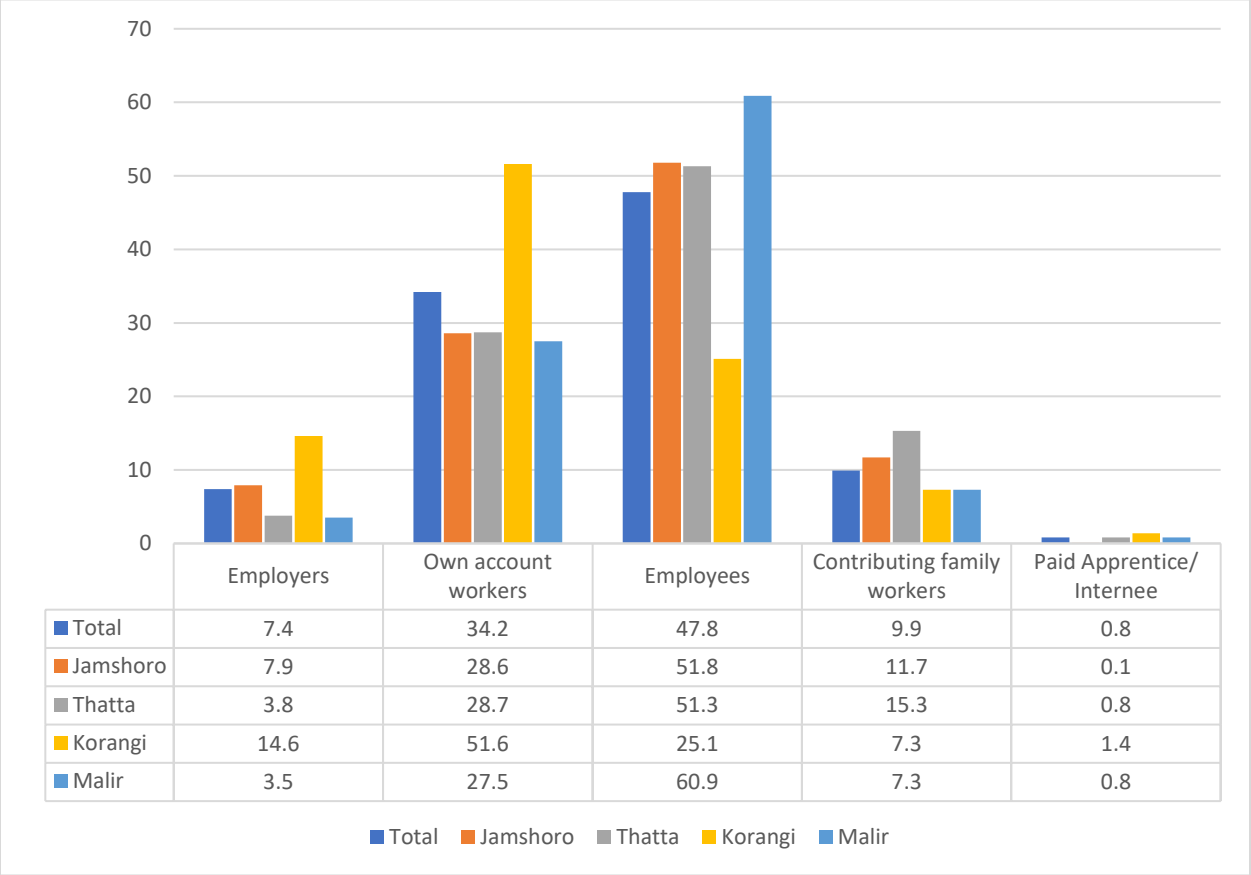


	Employers	Own account workers	Employees	Contributing family workers	Paid Apprentice/ Internee
Jamshoro	5.047	2.132	89.67	2.672	0.4815
Thatta	10.55	35.07	42.93	11.44	0
Korangi	2.667	1.769	94.19	0.5473	0.8234
Malir	2.977	0.8972	95.33	0.7987	0
Total	3.429	3.964	90.56	1.497	0.5456

Figure 4.3 shows that employees constitute the overwhelming majority of employment across all districts, accounting for 90.6 percent of total employment. The share of employees is particularly high in Korangi (94.2 percent) and Malir (95.3 percent), followed by Jamshoro (89.7 percent), while Thatta records a comparatively lower proportion (42.9 percent), indicating a more diversified employment structure in that district. Employers represent a small share overall (3.4 percent), with the highest proportion observed in Thatta (10.6 percent), suggesting relatively greater entrepreneurial or small enterprise activity in that area. Own-account workers account for 4.0 percent of total employment, but their share is notably higher in Thatta (35.1 percent), reflecting the importance of self-employment and possibly agriculture-related activities in the district. Contributing family workers represent 1.5 percent of total employment, with a higher concentration in Thatta (11.4 percent) and Jamshoro (2.7 percent), while remaining minimal in Korangi and Malir. Paid apprentices and internees constitute a very small fraction of employment (0.5 percent), indicating limited formal training or internship arrangements.

Overall, the data suggest that employment in Korangi and Malir is largely wage-based, whereas Thatta exhibits a greater reliance on self-employment and family-based work arrangements, reflecting structural differences in local labour markets.

Figure 0.4 Informal Sector Distribution by Employment Status – Pilot Districts (per cent)



	Employers	Own account workers	Employees	Contributing family workers	Paid Apprentice/ Internee
Total	7.4	34.2	47.8	9.9	0.8
Jamshoro	7.9	28.6	51.8	11.7	0.1
Thatta	3.8	28.7	51.3	15.3	0.8
Korangi	14.6	51.6	25.1	7.3	1.4
Malir	3.5	27.5	60.9	7.3	0.8

Figure 4.4 shows that the distribution of employment status within the informal sector indicates that employees constitute the largest share (47.8 percent), followed by own-account workers (34.2 percent), contributing family workers (9.9 percent), and employers (7.4 percent), while paid apprentices or internees account for a marginal share (0.8 percent).

District-level variations are evident. In Jamshoro and Thatta, informal employment is predominantly composed of employees (51.8 percent and 51.3 percent, respectively), alongside a notable share of contributing family workers, particularly in Thatta (15.3 percent). Korangi exhibits a distinct pattern, with a majority of informal workers classified as own-account workers (51.6 percent) and a comparatively lower proportion of employees (25.1 percent), reflecting a higher prevalence of self-employment and small-scale business activities. In Malir, employees represent the largest share (60.9 percent), followed by own-account workers (27.5 percent).

Overall, the findings suggest that while wage employment remains significant within the informal sector, self-employment and family-based work continue to play an important role, with noticeable structural differences across districts.

1.33 Home-Based Workers

Home-based workers are workers whose main place of work is their own home. Among workers in employment, they may be employers, own-account workers, employees or contributing family workers.

Table 0.18 Share of Home-Based Workers in Overall Employment – Pilot Districts

Districts	Homebased Workers	Others
Over All	**10.8**	**89.3**
Jamshoro	19.3	80.7
Thatta	15.9	84.1
Korangi	5.8	94.2
Malir	11.5	88.5

Home-based work accounts for a small but notable share of total employment, representing 10.8 per cent overall**.** Among pilot districts, Jamshoro has the highest proportion of home-based workers (19.3 per cent), followed by Thatta (15.9 per cent), Malir (11.5 per cent), and Korangi (5.8 per cent). The remaining workforce is engaged in other types of employment, highlighting that home-based work is more prevalent in rural districts, while urban districts like Korangi have minimal home-based employment.

Table 0.19 Distribution of Home-Based Workers by Sex

Districts	Homebased Workers	Male	Female
Over All	**10.8**	**17.1**	**82.9**
Jamshoro	19.3	27.0	73.0
Thatta	15.9	14.2	85.8
Korangi	5.8	11.2	88.8
Malir	11.5	15.3	84.7

The distribution of home-based workers by sex reveals a strong female dominance (82.9 per cent) compared to males (17.1 per cent). Among districts, Jamshoro has the highest share of home-based workers (19.3 per cent), of whom 73.0 per cent are female; Thatta has 15.9 per cent home-based workers with 85.8 per cent female; Malir records 11.5 per cent with 84.7 per cent female; and Korangi, the lowest, has 5.8 per cent with 88.8 per cent female. These figures highlight that home-based work is predominantly female and more concentrated in rural areas, while urban districts like Korangi have a smaller proportion despite high female representation.

1.33.1 Type of Workplace

The FPRW 2025-26 survey also collected information on workplace types, enabling identification of workers like domestic workers based on their work location, which helps understand work environments and inform policy decisions.

Table 0.20 Employment by Place of Work and Sex at Pilot District Level

Place of work	Jamshoro	Thatta	Korangi	Malir	Jamshoro	Thatta	Korangi	Malir
	Thousand (000)				per cent			
Total	350.1	335.6	1063.6	697.4	100	100	100	100
At his/her own dwelling	67.6	53.5	61.6	80.4	19.3	16	5.8	11.5
At family or friend's dwelling	3.6	1.2	0	1.1	1	0.3	0	0.1
At the employer's house	17.2	12.6	63.8	54.6	4.9	3.8	6	7.8
On the street/road	49.8	21.8	107.3	83.4	14.2	6.5	10.1	12
At the Country side	88.6	141.9	5.4	59.1	25.3	42.3	0.5	8.5
In a shop, business, office or industry	121.4	93.1	823.9	374.2	34.7	27.8	77.5	53.7
Other	1.8	11.4	1.5	44.6	0.5	3.4	0.1	6.4

The above table shows diverse places of work across pilot districts. Overall, 19.3 per cent of workers are employed at their own dwelling, 1.0 per cent at a family or friend's dwelling, 5.7 per cent at the employer's house**,** 10.7 per cent on the street/road**,** 19.6 per cent in the countryside, 48.5 per cent in shops, offices, or industries**,** and 2.6 per cent in other locations. Among districts, Jamshoro has 19.3 per cent working at home and 34.7 per cent in shops/offices**,** Thatta shows higher countryside employment (42.3 per cent) with 27.8 per cent in shops/offices**,** Korangi is highly urbanized with 77.5 per cent employed in shops/offices, and Malir has 53.7 per cent in shops/offices and 11.5 per cent at home. Street/road work is notable in Korangi (10.1 per cent) and Malir (12 per cent), while other locations are marginal except in Malir (6.4 per cent). These patterns reflect rural-urban differences, with rural districts exhibiting more home-based and countryside employment and urban districts concentrated in formal business and industrial settings.

Table 0.21 Employment Status of Home-Based Workers

District/Area	Total	Male	Female
Total	**100**	**100**	**100**
Employers	0.6	2.8	0.2
Own account workers	58.4	39.4	62.3
Employees	26.1	46.2	21.9

Contributing family workers	14.8	11.6	15.5
Paid Apprentice/ Internee	0.1	0.0	0.1

The employment status of all home-based workers shows that 58.4 per cent of employed persons are own-account workers, 26.1 per cent are employees, 14.8 per cent are contributing family workers, 0.6 per cent are employers, and 0.1 per cent are paid apprentices or internees. Male workers are predominantly employees (46.2 per cent) and own-account workers (39.4 per cent), while female workers are mostly own-account workers (62.3 per cent) and contributing family workers (15.5 per cent). The share of employers is very small for both genders, with 2.8 per cent for males and 0.2 per cent for females.

Table 0.22 Employment Status of Home-Based Workers – Pilot Districts

District/Area	Jamshoro	Thatta	Korangi	Malir
Total	**100**	**100**	**100**	**100**
Employers	2.4	0	0	0
Own account workers	52.3	68.3	61.5	58.4
Employees	31.8	1.7	35.5	26.1
Contributing family workers	13.1	30	3.1	14.8
Paid Apprentice/ Internee	0.4	0	0	0.1

The table above shows variation in the employment status of home-based workers across pilot districts. In Jamshoro, 52.3 per cent are own-account workers, 31.8 per cent are employees, 13.1 per cent are contributing family workers, 2.4 per cent are employers, and 0.4 per cent are paid apprentices or internees. Thatta shows a high share of own-account workers (68.3 per cent) and contributing family workers (30.0 per cent), with only 1.7 per cent employees and no employers. In Korangi, 61.5 per cent are own-account workers, 35.5 per cent employees, and 3.1 per cent contributing family workers, with no employers or apprentices. Malir follows a similar pattern to Jamshoro, with 58.4 per cent own-account workers, 26.1 per cent employees, 14.8 per cent contributing family workers, and a very small share of paid apprentices (0.1 per cent), with no employers.

1.33.2 Traveling Time to Workplace

Analyzing traveling time to the workplace in minutes is important to understand commuting patterns and their impact on workers' productivity and well-being. It also helps the government to improve transport infrastructure and promote equitable access to jobs.

Table 0.23 Traveling Time to Workplace

District/Area	Total	Male	Female
Total	**100**	**100**	**100**
Less than 30 Minutes	67.6	62.2	84.5
31-45 Minutes	17.7	20.0	10.5
46-60 Minutes	8.1	10.0	2.3
61 Minutes or more	6.6	7.9	2.6

Most employed persons spend less than 30 minutes traveling to their place of work, accounting for 67.6 per cent overall, with 62.2 per cent of males and 84.5 per cent of females. Travel times of 31–45 minutes are reported by 17.7 per cent of workers, including 20.0 per cent of males and 10.5 per cent of females. Those traveling 46–60 minutes represent 8.1 per cent overall (10.0 per cent males and 2.3 per cent females), while 6.6 per cent of workers, including 7.9 per cent of males and 2.6 per cent of females, take 61 minutes or more. Female workers generally experience shorter travel times compared to their male counterparts.

Table 0.24 Traveling Time to Workplace – Pilot Districts

District/Area	Jamshoro	Thatta	Korangi	Malir
Total	**100**	**100**	**100**	**100**
Less than 30 Minutes	63.4	70.3	72.4	61.2
31-45 Minutes	25.4	19.7	13.2	19.6
46-60 Minutes	7.5	5.8	10.7	5.5
61 Minutes or more	3.8	4.2	3.6	13.6

Travel times to the workplace vary across pilot districts. In Korangi, 72.4 per cent of workers reach their workplace within 30 minutes, followed by Thatta (70.3 per cent), Jamshoro (63.4 per cent), and Malir (61.2 per cent). Travel times of 31–45 minutes are more common in Jamshoro (25.4 per cent) and Malir (19.6 per cent), compared to Thatta (19.7 per cent) and Korangi (13.2 per cent). Journeys of 46–60 minutes account for 10.7 per cent in Korangi, 7.5 per cent in Jamshoro, 5.8 per cent in Thatta, and 5.5 per cent in Malir. Longer commutes of 61 minutes or more are notably higher in Malir (13.6 per cent) while remaining below 5 per cent in the other districts. These patterns reflect a concentration of workplaces closer to residential areas in urban districts like Korangi and Thatta, whereas Malir shows a higher share of longer travel times.

1.34 Freedom of Association

Freedom of association refers to the fundamental right of workers and employers to form and join organizations of their own choosing, such as trade unions, professional bodies, or business associations without fear of discrimination or interference. It ensures that employees can collectively represent their

interests, negotiate working conditions, and engage in social dialogue with employers. This right is essential for protecting workers' rights, promoting fair labour practices, and strengthening collective voice in the workplace. In labour force surveys, freedom of association is commonly measured through questions on membership in bar associations, teachers' associations, chambers of commerce, trade unions, or other worker organizations. In the same manner, freedom of association in our pilot-level survey was calculated based on respondents' reported membership in such organizations, enabling assessment of worker representation and labour rights protection within the surveyed population.

Table 0.25 Freedom of Association Overall

Member of any Association	Total	Male	Female
Total	**100**	**100**	**100**
Yes	4.5	4.0	0.5
No	85.8	62.6	23.1
Don't Know	9.7	9.0	0.8

Membership in any labor or professional association remains limited among workers. Overall, only 4.5 per cent of workers reported being members, with 4.0 per cent of males and 0.5 per cent of females. A vast majority, 85.8 per cent, indicated that they were not members, including 62.6 per cent of males and 23.1 per cent of females. The remaining 9.7 per cent of workers were unsure about their membership status, slightly higher among males (9.0 per cent) than females (0.8 per cent). These figures suggest that participation in associations is low, particularly among female workers, reflecting limited engagement in collective labor rights or professional networks.

Table 0.26 Distribution of Workers Who Are Members of Any Association by Sex and Region (Per cent)

Characteristics	Total	Male	Female
Both Sexes	100	89.2	10.8
Region	**Total**	**Rural**	**Urban**
Total	100	49.0	51.0

The distribution shows that overall membership of any association is predominantly male, accounting for 89.2 percent, while females represent only 10.8 percent of the total. In terms of regional distribution, membership is almost evenly divided between rural and urban areas. Urban areas account for a slightly higher share at 51.0 percent, compared to 49.0 percent in rural areas. This suggests a balanced presence of workers across both regions, with a marginal concentration in urban areas.

Table 0.27 Freedom of Association – Pilot Districts

Member of any Association	Jamshoro	Thatta	Korangi	Malir
Total	**100**	**100**	**100**	**100**
Yes	6.3	2.9	1.2	9.3
No	86.6	92.1	98.2	63.5
Don't Know	7.1	5.0	0.6	27.3

Table 4.27 shows that membership in associations varies across pilot districts. Malir records the highest membership at 9.3 per cent, followed by Jamshoro at 6.3 per cent, Thatta at 2.9 per cent, and Korangi at only 1.2 per cent. The majority of workers are not members, particularly in Korangi (98.2 per cent) and Thatta (92.1 per cent), while Jamshoro and Malir show slightly lower shares at 86.6 per cent and 63.5 per cent, respectively. A notable proportion of workers were unsure of their membership status, especially in Malir (27.3 per cent), compared to 7.1 per cent in Jamshoro, 5.0 per cent in Thatta, and 0.6 per cent in Korangi. These results indicate limited participation in associations overall, with considerable variation across districts and higher uncertainty among workers in Malir.

Table 0.28 Distribution of Workers Who Are Members of Any Association by Sex and Region (Per cent)

Characteristics	Jamshoro	Thatta	Korangi	Malir
Total	**100**	**100**	**100**	**100**
Male	94.9	81.0	100	86.4
Female	5.1	19.0	0.0	13.8
Region				
Total	100	100	100	100
Rural	35.3	85.2	--	58.1
Urban	64.7	14.8	100	41.9

Male workers dominate in all districts, accounting for 94.9 percent in Jamshoro, 81.0 percent in Thatta, 100 percent in Korangi, and 86.4 percent in Malir. Female participation is relatively low, with the highest share observed in Thatta (19.0 percent), followed by Malir (13.8 percent) and Jamshoro (5.1 percent), while no female workers are reported in Korangi.

In terms of regional distribution, Jamshoro and Malir have a higher share of urban workers, accounting for 64.7 percent and 41.9 percent respectively, although Malir also shows a substantial rural presence (58.1 percent). Thatta is predominantly rural, with 85.2 percent of workers residing in rural areas and only 14.8 percent in urban areas. Korangi is entirely urban, with 100 percent of workers located in urban areas. These

results highlight notable differences in both gender participation and rural–urban distribution across the districts.

Table 0.29 Distribution of Workers Who Are Members of Any Association by Employment Status (Percent)

Employment Status	Total	Formal	Informal
Total	**100**	**87.61**	**12.39**
Employers	100	52.8	47.2
Own account workers	100	57.1	42.9
Employees	100	92.5	7.5
Contributing family workers	100	0.0	100

The distribution of association membership indicates that, overall, the majority of members are concentrated in the formal sector (87.6 percent), while only 12.4 percent belong to the informal sector. This reflects the stronger institutional presence and regulatory framework within formal enterprises that facilitates collective organization. By employment status, employees show the highest level of formal sector association, with 92.5 percent of employee members belonging to the formal sector and only 7.5 percent in the informal sector. Employers and own-account workers exhibit a more balanced distribution, with 52.8 percent and 57.1 percent respectively in the formal sector, while a substantial proportion remains in the informal sector. In contrast, all contributing family workers who are members of associations are located within the informal sector, indicating limited formal representation for this group.

Overall, the findings suggest that freedom of association is predominantly exercised within formal employment arrangements, while workers in informal and family-based employment remain comparatively underrepresented in formal collective structures.

Table 0.30 Distribution of Workers Who Are Members of Any Association by Major Industry Divisions and Sector (Percent)

Major Industry Divisions (000)	Total	Formal	Informal
Total	**100**	**100**	**100**
Agriculture, forestry & fishing	7.8	5.3	25.8
Manufacturing	42.2	46.9	9.3
Construction	4.8	4.4	7.1

Wholesale & retail trade	5.9	4.5	15.7
Transport/storage & communication	4.3	3.5	10.2
Community/social & personal services	30.6	30.8	29.3
*Others	4.4	4.7	2.3

*Others (includes mining & quarrying; electricity, gas & water and finance, insurance, real estate & business services)

Manufacturing accounts for the largest share of formal employment (46.9 percent), while its presence in informal employment is comparatively limited (9.3 percent), indicating that industrial activities are largely concentrated in organized enterprises. Community, social and personal services are significant in both sectors, with similar shares in formal and informal employment. In contrast, agriculture, wholesale and retail trade, transport, and construction are predominantly associated with informal employment, reflecting the continued concentration of primary and small-scale service activities within informal arrangements. Overall, the distribution highlights structural differences between formal, industry-based employment and informal, agriculture- and trade-oriented activities.

Table 0.31 Employee Determination of Salary Increases

Characteristics	Decision on Salary Increase	Yes Member of any Association (%)
Total	**100**	**100**
Negotiation between employee and employer	5.7	1.5
Negotiation between trade union and employer	5.8	18.4
Bargaining council or other sectoral	3.8	7.4
Employer decision only	72.1	43.8
No regular annual salary increases	12.5	28.9
Other (specify)	0.1	--

The results indicate that freedom of association plays a limited role in determining salary increases. Among workers who are members of an association, a small proportion reported that salary increases are determined through negotiations between employees and employers (1.5 percent). A relatively higher share (18.4 percent) reported that negotiations between trade unions and employers influence salary decisions, while 7.4 percent indicated that bargaining councils or other sectoral bodies are involved. However, a considerable proportion (43.8 percent) reported that salary increases are determined solely by employer decisions, and 28.9 percent reported that there are no regular annual salary increases. These findings suggest that despite the presence of worker associations, employer decisions largely dominate the determination of salary increases.

The Pulse of Labor:
Income and Wage Disparities in 2025–26

PAYMENT FREQUENCY & WAGE LANDSCAPE

Monthly Pay is the Standard for 56.8% of Employees



56.8% are paid on a monthly basis
Reflecting a large segment of informal or temporary labor.

29.2% are still paid on a daily basis

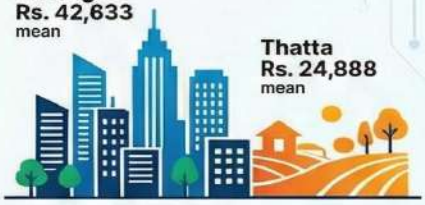
The Reality Gap: Mean vs. Median Wages



Mean Wage
Rs. 34,954
Pulled up by high earners

Median Wage
Rs. 25,200
Better represents the typical worker's monthly income.

Urban Districts Lead in Earning Potential

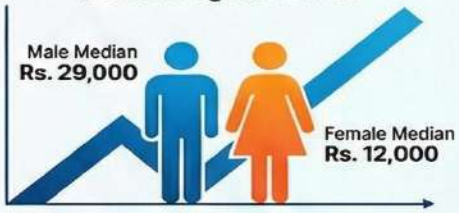


Korangi
Rs. 42,633
mean

Thatta
Rs. 24,888
mean

THE GENDER PAY GAP

Men Earn More Than Double the Median Wage of Women



Male Median
Rs. 29,000

Female Median
Rs. 12,000

60% of Women Earn Less Than Rs. 15,000 Monthly

Concentrated at the very bottom



Only **13.5%** of men fall into this lowest bracket

High-Income Brackets are Male-Dominated
Only 9.1% of all workers earn over Rs. 45,000 per month, primarily held by men.

OCCUPATIONAL & INDUSTRY DISPARITIES

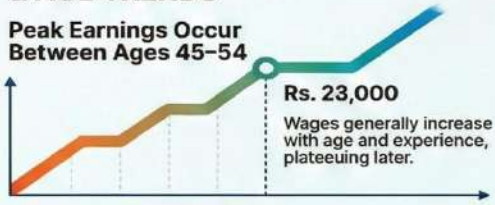


High-Skill:
Managers (Rs. 60k) & Professionals (Rs. 30k)

Low-Skill:
Elementary (Rs. 24k) & Agricultural (Rs. 20k)

SELF-EMPLOYMENT & AGE TRENDS

Peak Earnings Occur Between Ages 45–54



Rs. 23,000
Wages generally increase with age and experience, plateauing later.



Self-Employed Managers Average Rs. 3 Million Annually
Median Rs. 1.2M indicates significant variation.

Self-Employment Income Inequality is Severe



Mean Annual Income
Rs. 227,134

Median
Rs. 100,800

More than double, signaling high concentration of wealth.

Comparing Monthly Median Wages by Industry Division

Industry Division	Median Wage (Fviel)	Male Median	Female Median
Public Admin & Defence	Rs. 45,000	Rs. 45,000	Rs. 53,000
Financial & Insurance	Rs. 35,000	Rs. 35,029	Rs. 35,000
Manufacturing	Rs. 22,000	Rs. 35,000	Rs. 12,000
Agriculture, Forestry, Fishing	Rs. 19,220	Rs. 21,000	Rs. 14,000
Households as Employers	Rs. 12,000	Rs. 24,042	Rs. 12,000

Technicians Show Extreme Income Inequality



Mean:
Rs. 212,516

Median:
Rs. 42,000

A handful of elite earners skewing the average.



Public Administration and Health Offer Higher Stability
Public Administration and Health Offer are higher wages and narrower gender gaps.

Income and Wages

Wage and income information plays a vital role in understanding labour market dynamics. It helps identify patterns and disparities in employment and earnings, supports efforts to promote fair compensation, and contributes to improving workers' overall quality of life. This information is essential for policymakers and stakeholders to make informed, evidence-based decisions. Analysis of earnings variations is particularly important for assessing poverty and income inequality. This chapter presents the distribution of earnings along with median monthly wages, comparing these measures across major occupational groups and industry divisions.

1.35 Monthly Wages

This section focuses only on the average monthly wages of paid employees and the average annual income of the self-employed. Paid employees are those who received payment in cash or in kind for their main job/work. Their wages comprise the amount paid by their employer, plus any additional earnings from tips, commissions, or bonuses.

1.35.1 Frequency of Payment

A paid employee works for others in exchange for money or goods. Their pay can be based on daily, weekly, or monthly schedules, or by the amount of work completed (piece-rate). By collecting data on how often people are paid, we can better understand the labor market. The table below breaks down these payment periods.

Table 0.1 Distribution of Employees by Frequency of Payment and Sex

Frequency of Payment	2025-26 (Million)			2025-26 (Percentage)		
	Total	Male	Female	Total	Male	Female
Total	1,680,619	1,343,904	336,336	100.0	100.0	100.0
Daily	490,668	448,614	41,674	29.2	33.4	12.4
Weekly	131,031	101,312	29,719	7.8	7.5	8.8
Fortnightly	38,111	36,849	1,262	2.3	2.7	0.4
Monthly	954,873	724,831	230,042	56.8	53.9	68.4
Piece rate	53,991	20,352	33,639	3.2	1.5	10.0
Other (Specify)	11,945	11,945	-	0.7	0.9	-

1.35.2 Average Monthly Wages

While the mean can be easily skewed by extreme income values, the median provides a more stable measure. Because it is not influenced by very high or very low earnings, the median offers a fairer and more dependable basis for comparing wages, observing changes over time, and assessing income differences among groups.

Figure 0.1 Distribution of Employees by Frequency of Payment and Sex

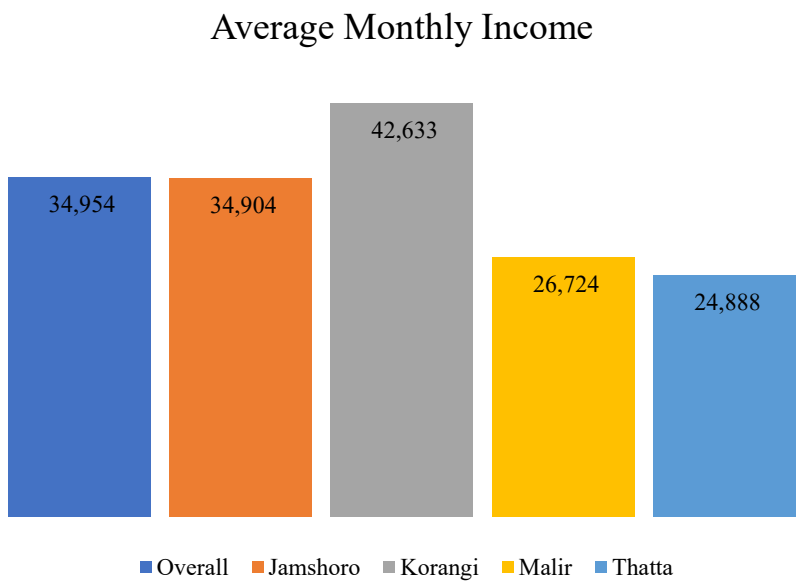


Table 5.2 presents mean and median monthly wages, disaggregated by district, area of residence (rural/urban), and gender. Overall, the results reveal significant wage disparities by gender, urban/rural area and district.

At the **overall level**, the mean wage for all areas stands at **Rs. 34,954**, while the median wage is considerably lower at **Rs. 25,200**, indicating the presence of higher-income earners that pull the average upward. Male workers earn substantially more than females across all areas, with a mean male wage of **Rs. 39,152** compared to **Rs. 18,213** for females. This gender wage gap is also reflected in median wages, where males earn **Rs. 29,000** against **Rs. 12,000** for females. Urban areas consistently show higher wages than rural areas, reflecting better employment opportunities and higher-paying jobs in urban settings.

District-wise analysis shows notable variations. **Korangi** records the **highest wages**, with a mean wage of **Rs. 42,633** and a median of **Rs. 30,000**, driven largely by urban employment, as the district has no reported rural workforce. Male wages in Korangi are particularly high, suggesting concentration of industrial and formal sector jobs. **Jamshoro** displays relatively balanced mean wages between rural and urban areas; however, the median wage in urban Jamshoro is lower than in rural areas, suggesting income inequality

and a larger share of low-paid workers in urban settings. **Malir** and **Thatta** record comparatively lower wages, especially in Thatta, where the overall median wage is **Rs. 20,000**, reflecting the dominance of agriculture and informal employment.

Table 0.2 Average Monthly Wages of Employees in the Main Job by Sex and Province

Districts/Areas	Mean Wage (2024-25)			Median Wage (2024-25)		
	Total	Male	Female	Total	Male	Female
Overall						
All Areas	34,954	39,152	18,213	25,200	29,000	12,000
Rural	27,790	29,460	17,585	24,000	24,720	13,200
Urban	37,837	43,472	18,372	28,000	30,000	12,000
Jamshoro						
All Areas	34,904	36,323	26,317	24,000	25,200	12,000
Rural	34,511	35,939	21,588	25,200	26,000	14,400
Urban	35,269	36,711	28,887	22,400	24,000	5,500
Korangi						
All Areas	42,633	50,705	18,273	30,000	33,018	12,000
Rural	.	.	.	.	.	.
Urban	42,633	50,705	18,273	30,000	33,018	12,000
Malir						
All Areas	26,724	28,861	15,645	25,000	28,000	11,000
Rural	26,405	27,971	16,881	24,000	25,000	10,000
Urban	27,014	29,711	14,763	25,000	30,000	12,000
Thatta						
All Areas	24,888	26,389	17,568	20,000	22,400	14,000
Rural	25,446	27,183	16,958	20,000	22,400	14,000
Urban	22,692	23,258	19,952	21,600	23,200	14,000

Across all districts, **female wages remain consistently lower than male wages**, both in mean and median terms, highlighting persistent gender-based income inequality. The gap is particularly pronounced in urban areas, where male wages increase significantly but female wages show limited improvement. Furthermore, the consistent difference between mean and median wages across districts indicates **unequal income distribution**, reinforcing that median wages provide a more realistic picture of typical earnings.

In summary, the table underscores **urban–rural, district-level, and gender wage disparities**, with Korangi emerging as the highest-earning district and Thatta as the lowest. The comparison of mean and

median wages highlights income inequality and supports the use of median wages for fairer wage assessment and policy formulation.

Table 0.3 Distribution of Average Monthly Wage by Wage Group and Sex

Monthly Wages (Rs.)	2025-26 (in '000')			2025-26 (Percentage)		
	Total	Male	Female	Total	Male	Female
Less than 15,000	383.4	181.5	201.5	22.8	13.5	59.9
15,001-25,000	449.7	379.2	70.5	26.8	28.2	21.0
25,001-35,000	360.9	345.6	15.3	21.5	25.7	4.6
35,001-45,000	333.7	302.9	30.9	19.9	22.5	9.2
45,001-55,000	67.7	61.2	6.5	4.0	4.6	1.9
55,001 and above	85.2	73.6	11.6	5.1	5.5	3.4

Table 5.3 presents the distribution of employed persons by monthly wage brackets for 2025–26, in both absolute numbers (in thousands) and percentage terms, with a breakdown by gender. The results show that employment is heavily concentrated in low- and middle-income wage categories, alongside pronounced gender disparities across all wage levels.

Overall, nearly half of the workforce (49.6%) earns less than Rs. 25,000 per month, with 22.8% earning below Rs. 15,000 and 26.8% falling in the Rs. 15,001–25,000 bracket. This indicates a high prevalence of low-wage employment. Female workers are particularly concentrated at the lowest end of the wage distribution: 59.9% of employed females earn less than Rs. 15,000, compared to only 13.5% of males, highlighting substantial gender inequality in earnings.

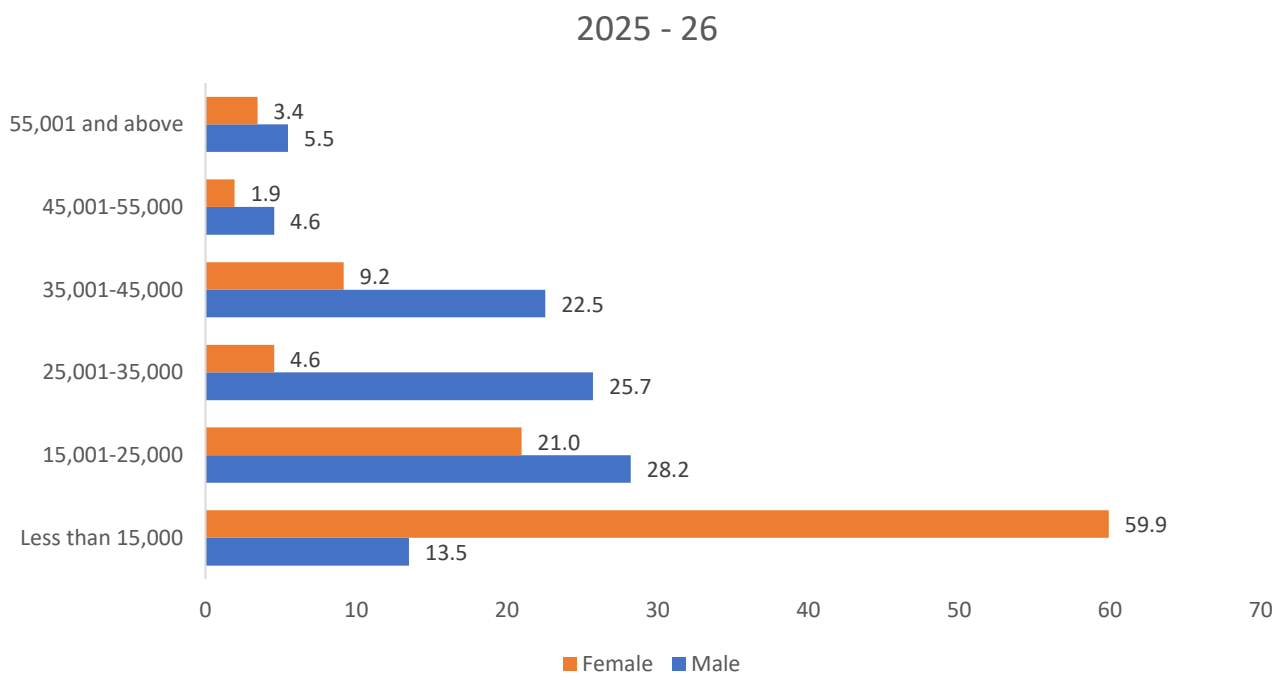
The middle wage brackets (Rs. 25,001–45,000) together account for 41.4% of total employment, reflecting a sizeable segment of moderately paid jobs. However, these categories are dominated by male workers. Males constitute 25.7% and 22.5% of employment in the Rs. 25,001–35,000 and Rs. 35,001–45,000 brackets, respectively, while female shares remain very low (4.6% and 9.2%). This suggests that women have limited access to jobs offering moderate and stable earnings.

At the upper end of the wage distribution, only 9.1% of workers earn more than Rs. 45,000 per month, indicating that high-paying jobs remain scarce. Male workers continue to dominate these higher wage brackets, with 5.5% of males earning Rs. 55,001 and above, compared to 3.4% of females. Although female participation increases slightly in higher wages compared to middle brackets, the gap remains significant.

In summary, the table reveals a skewed wage structure, with a large proportion of workers earning low wages and a small share accessing high-income employment. The analysis also highlights persistent gender wage disparities, with women overwhelmingly concentrated in low-paying jobs and under-represented in

middle- and high-income categories. These findings underscore the need for policies aimed at improving wage levels and expanding women's access to better-paid and more secure employment.

Figure 0.2 Average Monthly Wage by Wage Group and Sex (%)



1.36 Average Monthly Wages by Major Occupational Groups

Key labor market indicators, such as average and median monthly wages across occupations, are vital for assessing economic health. These figures allow economists to evaluate wage disparities and living standards. The average provides the mean income level, whereas the median represents the central value, offering a clearer picture of the typical employee's earnings by separating the top and bottom halves of the scale.

Table 5.4 shows clear differences in earnings across occupations and highlights why the median wage gives a more realistic picture than the mean. Overall, the mean monthly wage (Rs. 34,954) is much higher than the median (Rs. 25,200), indicating that a small number of very high earners are pulling the average upward. This pattern is especially visible among Technicians and Associate Professionals, where the mean wage (Rs. 212,516) is extraordinarily high compared to the median (Rs. 42,000), suggesting extreme income inequality within that group. Managers, armed forces personnel, and professionals are among the highest-paid groups, with relatively strong median wages, while elementary occupations, service workers, and agricultural workers fall at the lower end of the wage distribution.

A significant gender wage gap exists across nearly all occupational groups. Men consistently earn more than women in both mean and median wages, with the gap being particularly large among professionals, technicians, and craft workers. For example, female median wages are less than half of male median wages in several categories, showing that women are either concentrated in lower-paying roles or face pay disparities within the same occupations. An exception appears among plant and machine operators, where female median wages slightly exceed male wages, though this may reflect a smaller number of women in specialized, higher-paying roles. Overall, the data reveals both occupational wage inequality and strong gender-based income disparities in the labour market.

Table 0.4 Average Monthly Wages by Major Occupational Groups and Sex

Major Occupational Groups	Monthly Mean Wages			Monthly Median Wages		
	Total	Male	Female	Total	Male	Female
Overall	**34,954**	**39,152**	**18,213**	**25,200**	**29,000**	**12,000**
Managers	74,309	74,309	.	50,042	50,042	.
Professionals	40,588	55,182	28,611	30,000	35,000	13,000
Technicians and associate professionals	212,516	243,319	31,360	42,000	45,000	17,000
Clerical support workers	37,679	37,679	.	36,920	36,920	.
Service and sales workers	26,256	27,865	18,456	24,000	25,000	12,017
Skilled agricultural, forestry and fishery workers	29,362	30,868	17,916	20,000	22,000	10,000
Craft and related trades workers	25,808	30,685	12,449	25,000	30,000	8,000
Plant and machine operators, and assemblers	33,705	33,669	35,981	35,000	35,000	40,038
Elementary occupations	24,451	26,925	16,630	24,000	25,000	14,000
Armed forces occupations	54,718	54,718	.	50,000	50,000	.

Figure 0.3 Average Monthly Wage by Major Occupational Groups by Sex

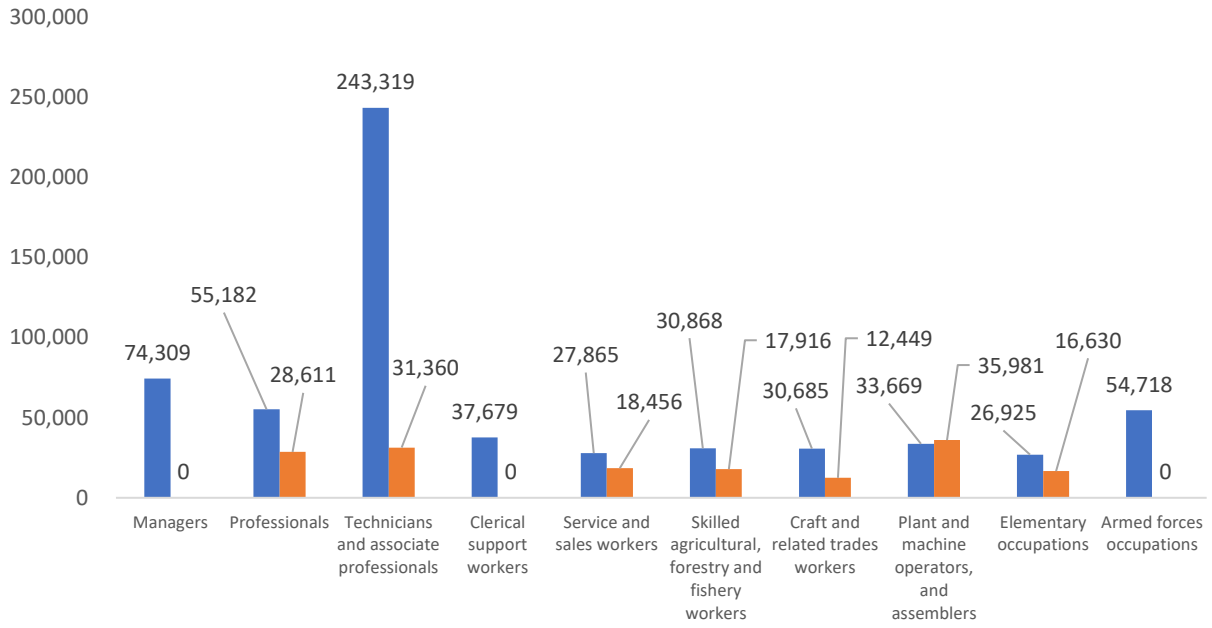


Table 0.5 Distribution of Average Monthly Wage by Age and Sex

Age Group	Monthly Mean Wages			Monthly Median Wages		
	Total	Male	Female	Total	Male	Female
15 – 24	23,630	26,156	14,414	21,600	25,000	12,000
25 – 34	29,587	32,384	14,098	28,800	30,000	12,000
35 – 44	29,194	32,013	18,743	28,000	30,000	13,000
45 – 54	31,980	35,648	21,406	28,000	30,400	14,400
55 – 64	159,010	187,448	42,047	26,000	27,000	20,000
65 & Over	39,811	42,349	15,620	34,300	35,000	16,000

The above table shows that wages generally increase with age, especially from youth to middle age. Workers aged 15–24 earn the lowest wages, with a mean of 23,630 and a median of 21,600, reflecting entry-level or early-career employment. Earnings rise significantly in the 25–34 and 35–44 age groups, where individuals are usually more experienced and settled in their careers. The 45–54 group records even higher wages, suggesting peak earning years driven by experience, seniority, and stable employment. However, the 55–64 age group shows an unusually high mean wage (159,010), while the median remains much lower (26,000). This large difference indicates the presence of a small number of very high earners that raise the average, while most workers in this age group still earn moderate wages.

A clear gender wage gap exists across all age groups. Male wages are consistently higher than female wages in both mean and median measures. The gap is particularly wide in younger and prime working-age groups

such as 25–34 and 35–44, where male mean wages are more than double those of females. Although female wages improve slightly in older age groups, the disparity remains visible. The difference between mean and median wages is also generally larger for males, suggesting greater income inequality among men. Overall, the table shows that age, experience, and gender are important factors influencing wage levels, and it highlights persistent gender-based earning inequalities across the life cycle.

1.37 Average Annual Income of the Self-Employed

These values show the distribution of **average annual income** across selected districts compared with the overall level. The **overall average income (Rs. 227,134)** is exceeded by **Korangi (Rs. 280,123)** and **Malir (Rs. 232,563)**, indicating relatively stronger earning opportunities in these more urbanized and economically active districts. **Thatta (Rs. 213,894)** falls slightly below the overall figure, suggesting moderate income levels, while **Jamshoro (Rs. 134,678)** records the lowest average income, pointing toward comparatively limited economic opportunities and possibly a greater reliance on lower-paid or rural employment. Overall, the pattern reflects clear regional income disparities, with urban and industrial districts showing higher income levels than less developed areas.

Figure 0.4 Average Monthly Wage by Major Occupational Groups by Sex

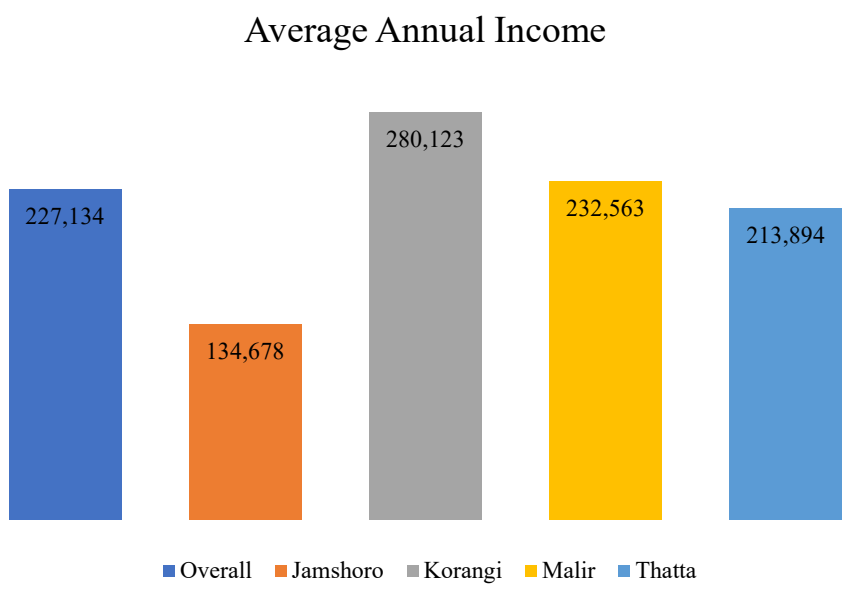


Table 5.6 highlights income differences by **gender, residence, and district**. Overall, the **mean annual income (Rs. 227,134)** is more than double the **median (Rs. 100,800)**, which signals a highly unequal income distribution where a smaller group of high earners pulls the average upward. Males consistently earn far more than females across all areas; for example, the overall male mean income (Rs. 313,931) is over five times the female mean (Rs. 59,237). Urban residents also earn noticeably more than rural residents, reflecting better employment opportunities and higher-paying jobs in cities.

At the district level, **Korangi** reports the highest average income (Rs. 280,123), driven entirely by urban earnings, but its median (Rs. 96,000) is far lower than the mean — a clear sign of income concentration among a small group of high earners. **Malir** shows a relatively high median income (Rs. 160,000 total; Rs. 200,000 urban), suggesting a somewhat stronger middle-income presence compared to other districts, though female median income remains extremely low (Rs. 10,000), highlighting severe gender disparities. **Jamshoro** has the lowest income levels overall, with both mean and median incomes trailing other districts, indicating fewer high-paying economic opportunities.

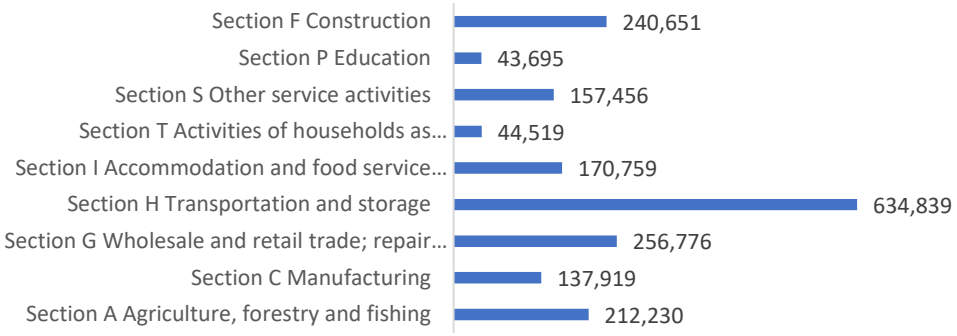
Thatta presents a mixed picture: while its overall mean income (Rs. 213,894) is moderate, its **urban incomes are exceptionally high** (mean Rs. 358,951), creating a wide rural–urban gap within the district. Notably, Thatta also shows the **highest female median incomes** among the districts (Rs. 60,000 overall; Rs. 90,000 urban), suggesting relatively better female earning participation there compared to others. Across all districts, the persistent gap between mean and median values confirms widespread income inequality, while the sharp male–female income gaps underline continuing gender disparities in access to better-paid work.

Table 0.6 Average Annual Income by District, Urban/Rural and Sex

Districts	Average Annual Income			Median Annual Income		
	Total	Male	Female	Total	Male	Female
Overall						
Total	227,134	313,931	59,237	100,800	204,000	30,000
Rural	179,683	261,448	49,312	100,000	200,000	28,800
Urban	263,395	349,482	68,770	120,000	216,000	36,000
Jamshoro						
Total	134,678	192,227	42,048	80,000	130,000	27,000
Rural	135,175	200,612	35,159	63,000	170,000	25,000
Urban	133,880	179,462	54,063	100,000	127,000	48,000
Korangi						
Total	280,123	366,258	63,998	96,000	250,000	36,000
Rural						
Urban	280,123	366,258	63,998	96,000	250,000	36,000
Malir						
Total	232,563	335,105	42,467	160,000	300,000	10,000
Rural	215,387	326,503	30,168	100,000	288,000	10,000
Urban	258,841	347,073	65,021	200,000	360,000	15,000

Thatta						
Total	213,894	296,023	83,736	140,000	230,000	60,000
Rural	181,839	250,618	72,781	130,000	240,000	50,000
Urban	358,951	501,711	133,227	150,000	200,000	90,000

Figure 0.5 Average Annual Income by Major Industry



1.38 Average Annual Income of Self-Employed by Major Occupational Group

Average annual income shows a clear positive association with skill level, with higher-skilled occupations generally commanding better pay. Gender disparities in income are also closely linked to the gender composition of occupational groups. In occupations that are predominantly male, women are less likely to be represented in higher-paying roles, which contributes to persistent earnings gaps. As a result, male annual incomes tend to exceed female incomes across nearly all occupational categories, reflecting both occupational segregation and unequal access to higher-paying positions.

Table 0.7 Average Annual Income of Self-Employed by Major Occupational Groups

Major Occupational Groups	Unweighted Count	Average Annual Income			Median Annual Income		
		Total	Male	Female	Total	Male	Female
Total	1,116	227,134	313,931	59,237	100,800	204,000	30,000
Managers	8	3,047,595	3,047,595	.	1,200,000	1,200,000	.

Professionals	40	130,095	391,510	32,511	30,000	120,000	24,000
Technicians and associate pro	11	397,231	497,184	18,633	480,000	480,000	24,000
Clerical support workers	1	100,000	100,000	.	100,000	100,000	.
Service and sales workers	271	237,927	262,120	120,667	180,000	190,000	60,000
Skilled agri & forestry	288	239,111	307,856	48,278	160,000	250,000	20,000
Craft and related trades wker	285	140,226	301,843	60,390	70,000	300,000	36,000
Plant and machine O/A	78	306,815	306,815	.	312,000	312,000	.
Elementary occupations	134	125,789	173,871	21,508	70,000	120,000	0

This table highlights strong income inequality across occupational groups, with clear differences linked to skill level, job complexity, and gender composition. Overall, the mean annual income (227,134) is more than twice the median (100,800), indicating a highly skewed income distribution where a small number of very high earners raise the average. This is most evident among **managers**, whose average income exceeds 3 million annually, while their median income (1.2 million) suggests that even typical earnings in this group are far higher than in the rest of the labour market. In contrast, large occupational groups such as elementary workers and craft workers have much lower median incomes, reflecting the concentration of workers in lower- and mid-skilled jobs.

A clear skill gradient is visible across occupations. Higher-skilled categories—managers, professionals, and technicians—tend to report higher median incomes compared to service workers, agricultural workers, and elementary occupations. For example, technicians show a very high median income (480,000), indicating strong returns to technical and specialized skills. Meanwhile, service and sales workers and skilled agricultural workers, despite having large workforce shares, report more modest median incomes, pointing to lower productivity, informality, and weaker wage-setting structures in these fields. Craft workers show a large gap between mean and median incomes, suggesting that while some skilled tradespeople earn high incomes, many others earn considerably less.

Gender income disparities are pronounced across nearly all occupational groups. Male incomes consistently exceed female incomes in both average and median terms, especially in skilled trades, agriculture, and service occupations. In some groups, female median incomes are extremely low or even reported as zero, indicating limited access to stable, well-paid employment or concentration in unpaid or irregular work. Even in higher-skilled occupations such as professionals and technicians, men still earn substantially more on average. These patterns reflect occupational segregation, unequal access to senior roles, and broader structural barriers that limit women's earnings potential across the labour market.

Figure 0.6 Average Annual Income by Major Industry


Elementary occupations
125,789
Plant and machine operators, and assemblers
306,815
Craft and related trades workers
140,226
Skilled agricultural, forestry and fishery workers
239,111
Service and sales workers
237,927
Clerical support workers
100,000
Technicians and associate professionals
397,231
Professionals
130,095
Managers
3,047,595
Total
227,134

The Hidden Labor Slack: Underemployment Across Sindh

What is Underemployment?

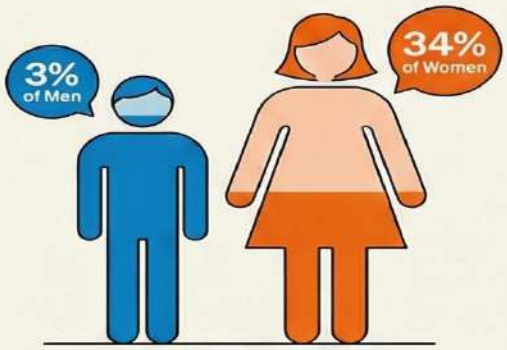


Defined as working fewer than 35 hours per week while being both willing and available to work additional hours.

11% Overall Underemployment

Out of the total employed population across the four districts, 11% (352 respondents) met the criteria for underemployment.

The Massive Gender Gap



Underemployment affects only 3% of men, but a staggering 94% of women, indicating a severe lack of full-time opportunities for the female workforce.

Rural vs. Urban Vulnerability

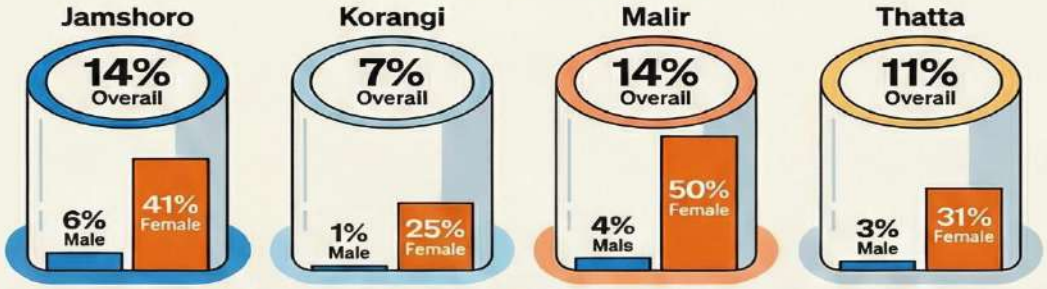


Largely due to seasonal and informal labor structures.



Rural areas face higher underemployment (14%) compared to urban centers (9%).

District-Level Disparities



Highest Impact: Both districts lead with 14% underemployment; in rural Malir, female underemployment peaks at a critical 54%.

The Industrial Anchor: Boasting the lowest ratte at 7%, Korangi's urban industrial character provides better access to stable, full-time employment.

The Moderata Average: Thatta aligns with the 11% average, though rural workers there are twice as likely to be underemployed as their urban counterparts.

Drivers of Underemployment



67% Follow "Normal" Schedules: Most underemployed workers are in jobs where short hours are the standard, not an occasional fluctuation.



Supply Chain & Seasonal Disruptions: In Jamshoro, 19% of rural underemployment is caused by raw material/fuel shortages, while 17% is due to off-season inactivity.



The Law and Order Factor: In Thatta, involuntary reasons like law-and-order situations prevent 29% of rural workers from securing full hours.



Health & Education: Man are more likely than women to cite lilness/injury (13%) or educational leave (7%) as reasons for reduced working hours.

The Desire for Change



59% Demand Better Pay: The primary motivation for changing employment situations is income dissatisfaction, reaching 73% in Malir.



Rural Proactivity: 27% of rural workers are actively searching for more work, compared to only 12% of urban workers.



Ready to Work: 28% of the rural workforce is available to start additional hours within two weeks, double the urban rate of 14%.

Underemployment

Underemployment refers to a situation in the labour market where individuals are working fewer than 35 hours per week but are both willing and available to work additional hours. It reflects an underutilization of labour, meaning that although these individuals are employed, their productive capacity is not fully used. This condition often arises in economies with limited job opportunities, seasonal demand, or a high prevalence of informal and part-time work. As a result, underemployed workers typically earn less than they would in full-time employment, contributing to income instability and hidden labour market slack that is not captured by standard unemployment rates.

1.39 Underemployment Ratio

A total of 352 respondents met the criteria for underemployment, reporting a work week of less than 35 hours. The given graph illustrates that across these four districts of Sindh, the underemployment ratio is 11%, meaning that 11% of employed individuals work fewer than 35 hours per week. Jamshoro and Malir show the highest underemployment ratios at 14%, suggesting that a larger proportion of workers in these districts are engaged in part-time or insufficient-hour jobs. Thatta, with an underemployment ratio of 11%, is equal to the overall average, reflecting a moderate prevalence of reduced working hours. In contrast, Korangi has the lowest ratio at 7%, which may indicate relatively better access to full-time or longer-hour employment opportunities, possibly due to stronger industrial and commercial activity in the area. Overall, the graph highlights disparities in the availability of adequate working hours across districts, rather than simply differences in employment levels.

Figure 0.1 Underemployment Ratio (%) by District

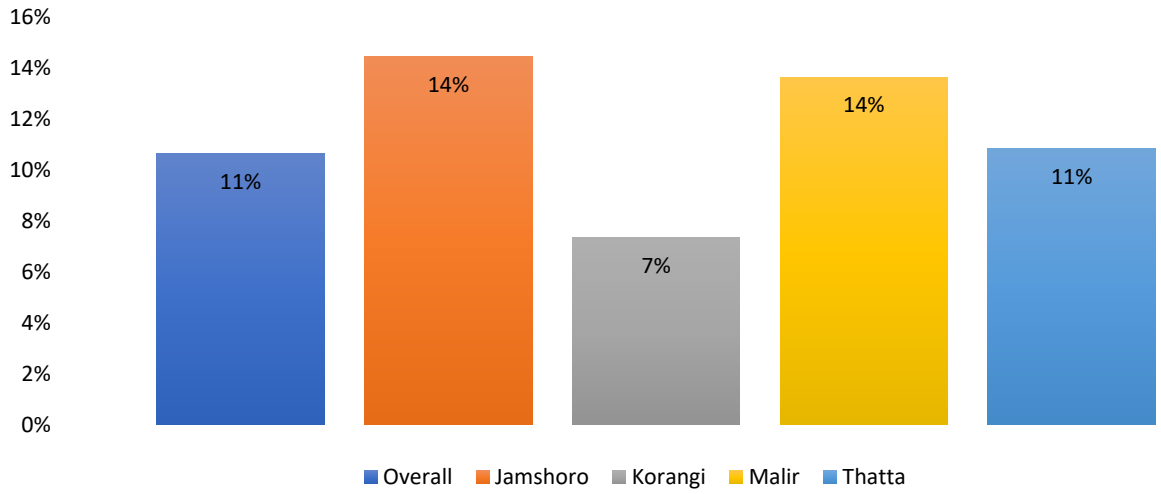


Table 0.1 Underemployment Ratio by District, Urban/Rural and Sex

Underemployment	Total	Male	Female
Overall			
Total	11%	3%	34%
Rural	14%	5%	42%
Urban	9%	2%	30%
Jamshoro			
Total	14%	6%	41%
Rural	13%	6%	37%
Urban	16%	6%	45%
Korangi			
Total	7%	1%	25%
Rural	-	-	-
Urban	7%	1%	25%
Malir			
Total	14%	4%	50%
Rural	15%	5%	54%
Urban	12%	3%	45%
Thatta			
Total	11%	3%	31%
Rural	12%	4%	33%
Urban	6%	1%	20%

The table presents the **underemployment ratio**—defined here as the share of employed persons working fewer than 35 hours per week—across selected districts of Sindh, with a breakdown by sex and rural–urban residence. Overall, **11%** of employed individuals are underemployed, but the burden is very unevenly distributed. Underemployment is notably higher in **rural areas (14%)** than in **urban areas (9%)**, suggesting that rural labor markets are more dependent on seasonal, informal, or irregular work. A striking gender gap is visible throughout: while the overall male underemployment ratio is relatively low (**3%**), the female ratio is extremely high (**34%**), indicating that a large proportion of employed women are engaged in short-hour or part-time work.

District-level patterns further highlight these disparities. **Jamshoro (14%)** and **Malir (14%)** record the highest overall underemployment, with particularly severe levels among women—reaching **41% in**

Jamshoro and **50% in Malir**, and even higher in rural Malir (**54%**). In contrast, **Korangi** shows the lowest underemployment ratio at **7%**, likely reflecting its more urbanized and industrial character, which provides relatively better access to full-time jobs; there is no rural data reported for Korangi, consistent with its urban profile. **Thatta (11%)** aligns with the overall average, but still shows higher underemployment in rural areas (**12%**) compared to urban (**6%**). Overall, the data indicate that underemployment in Sindh is strongly shaped by **gender and rural–urban location**, with women and rural workers facing the greatest constraints in obtaining adequate working hours.

1.40 Reasons for Underemployment by District, Urban/Rural and Sex

The socio-economic landscape across various districts in Sindh reveals significant insights into the primary drivers behind underemployment and irregular working hours. By examining a diverse range of factors—from seasonal inactivity and health-related constraints to structural challenges like material shortages and legislative instability—a clear picture emerges of the labor dynamics within Jamshoro, Thatta, and both the Korangi and Malir districts of Karachi. These figures highlight how gender, geographic location (rural versus urban), and regional economic conditions intersect to influence the stability of employment for the local workforce.

As Table 6.2 shows, the regional labor landscape across the four districts reveals a profound disparity between urban industrial stability and rural systemic vulnerability. **Korangi** serves as the benchmark for consistency, with **84%** of its rural workforce maintaining regular hours and a remarkable **82–84%** stability rate across both genders. In sharp contrast, **Jamshoro** exhibits the highest level of labor fragility; only **25%** of its rural workers report consistent schedules, a deficit largely driven by supply-side disruptions such as **raw material or fuel shortages (19%)** and **off-season inactivity (17%)**.

Beyond logistical hurdles, localized social and structural crises play a decisive role in regional underemployment patterns. **Thatta** emerges as a critical outlier where "other involuntary reasons," including **law and order situations**, prevent **29%** of rural and **20%** of urban workers from securing full hours. These external factors are particularly burdensome for women in Thatta, with **28%** citing these involuntary barriers compared to **26%** of men. Even in relatively stable industrial hubs like Korangi, the workforce remains sensitive to infrastructure fluctuations, with **18%** of males reporting underemployment due to **economic reductions or load shedding**.

Demographic and geographic intersections further complicate the employment picture, as health and seasonal factors impact different groups unevenly. **Males** generally report higher rates of **illness or injury (13%)** and **educational leave (7%)** than their female counterparts, with illness affecting up to **16%** of the rural workforce in Jamshoro. Conversely, gender-specific barriers are evident in **Malir**, where **women** face a significant **18%** disruption due to off-season inactivity—nearly triple the rate of men in the same district—highlighting how regional economic structures create distinct vulnerabilities based on gender.

Table 0.2 Reasons for Underemployment by District

Reason of Underemployment	Overall	Jamshoro	Korangi	Malir	Thatta
Base - Unweighted	**352**	**106**	**53**	**99**	**94**
01. Normally works the same number of hours	67%	43%	84%	67%	60%
02. Illness or injury	7%	11%	2%	9%	6%
03. Long term disability	0%	1%	0%	0%	0%
04. Strike or lockout	0%	0%	0%	0%	0%
05. Holiday, Ramadan, vacation or leave of absence	1%	1%	0%	3%	0%
06. Off-season inactivity	8%	10%	1%	15%	0%
07. Due to bad weather	0%	2%	0%	0%	0%
08. Due to mechanical or electrical breakdown	0%	0%	0%	0%	0%
09. Due to shortage of raw materials or fuel	4%	13%	0%	4%	0%
10. Educational and training leave	2%	4%	2%	1%	5%
11. Maternity or parental leave	1%	2%	0%	0%	0%
12. Other reasons i.e. reductions in economic activity such as: lower production due to less demand; or shortage of irrigation water; or load shedding (gas or electricity)	5%	7%	12%	0%	1%
13. Other voluntary or personal reasons, e.g. religious or social activities or attended political gathering	0%	1%	0%	0%	0%
14. Other involuntary reasons such as unable to find/get more hours of work due to law and order situation etc.	5%	6%	0%	0%	28%

Table 0.3 Reasons for Underemployment by District and Urban/Rural

Reason of Underemployment	Overall		Jamshoro		Korangi		Malir		Thatta	
	Rural	Urban	Rural	Urban	Rural	Urban	Rural	Urban	Rural	Urban
Base - Unweighted	**178**	**174**	**45**	**61**	**53**	**0**	**62**	**37**	**71**	**23**
01. Normally works the same number of hours	57%	74%	25%	61%	84%	0%	69%	65%	59%	67%
02. Illness or injury	10%	5%	16%	6%	2%	0%	8%	10%	7%	4%
03. Long term disability	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%
04. Strike or lockout	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
05. Holiday, Ramadan, vacation or leave of absence	0%	2%	0%	2%	0%	0%	0%	6%	0%	0%
06. Off-season inactivity	10%	6%	17%	3%	1%	0%	13%	18%	0%	0%
07. Due to bad weather	0%	1%	0%	4%	0%	0%	0%	0%	0%	0%
08. Due to mechanical or electrical breakdown	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
09. Due to shortage of raw materials or fuel	7%	2%	19%	7%	0%	0%	6%	1%	0%	0%
10. Educational and training leave	3%	2%	2%	6%	2%	0%	1%	0%	5%	0%
11. Maternity or parental leave	1%	0%	4%	0%	0%	0%	1%	0%	0%	0%
12. Other reasons i.e. reductions in economic activity such as: lower production due to less demand; or shortage of irrigation water; or load shedding (gas or electricity)	2%	8%	7%	7%	12%	0%	1%	0%	0%	9%
13. Other voluntary or personal reasons, e.g. religious or social activities or attended political gathering	0%	0%	2%	0%	0%	0%	0%	0%	0%	0%
14. Other involuntary reasons such as unable to find/get more hours of work due to law and order situation etc.	10%	1%	9%	4%	0%	0%	0%	0%	29%	20%

Table 0.4 Reasons for Underemployment by District and Sex

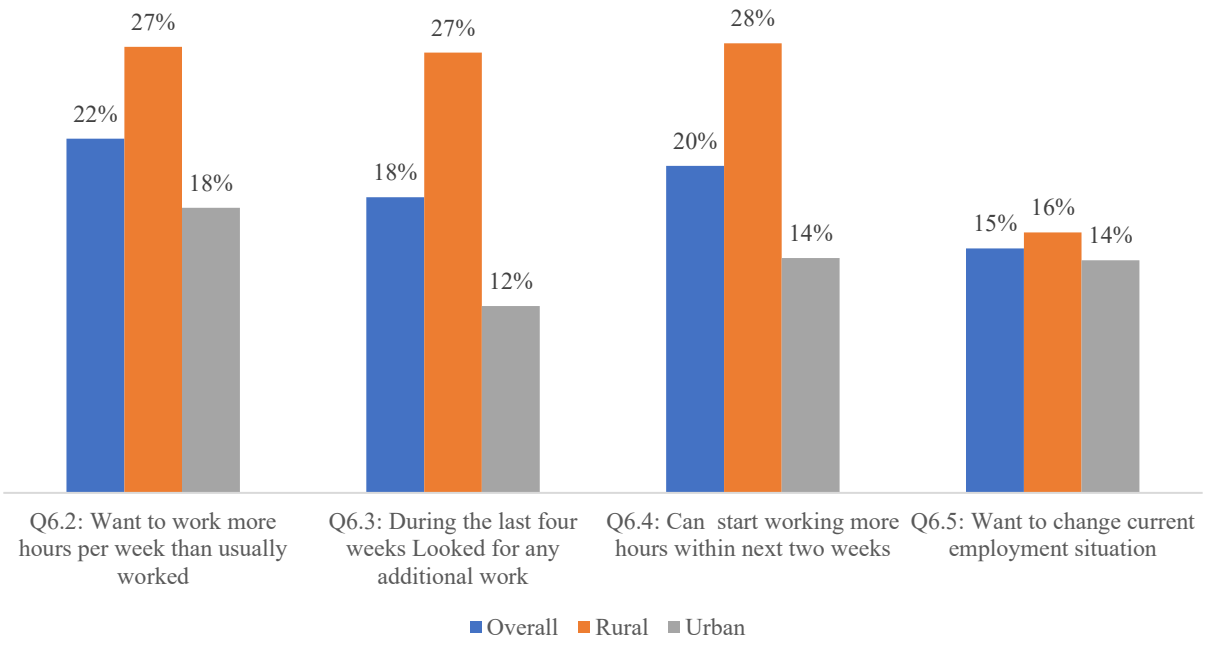
Reason of Underemployment	Overall		Jamshoro		Korangi		Malir		Thatta	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Base - Unweighted	**78**	**273**	**30**	**75**	**6**	**47**	**25**	**74**	**17**	**77**
01. Normally works the same number of hours	57%	69%	34%	48%	82%	84%	73%	66%	33%	67%
02. Illness or injury	13%	5%	11%	10%	0%	2%	17%	6%	19%	3%
03. Long term disability	1%	0%	2%	0%	0%	0%	0%	0%	0%	0%
04. Strike or lockout	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
05. Holiday, Ramadan, vacation or leave of absence	1%	1%	2%	0%	0%	0%	0%	3%	0%	0%
06. Off-season inactivity	5%	8%	11%	9%	0%	1%	5%	18%	0%	0%
07. Due to bad weather	0%	1%	0%	3%	0%	0%	0%	0%	0%	0%
08. Due to mechanical or electrical breakdown	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
09. Due to shortage of raw materials or fuel	3%	4%	11%	14%	0%	0%	0%	6%	0%	0%
10. Educational and training lvl	7%	1%	9%	1%	0%	2%	3%	0%	22%	0%
11. Maternity or parental leave	0%	1%	0%	3%	0%	0%	0%	1%	0%	0%
12. Other reasons i.e. reductions in economic activity such as: lower production due to less demand; or shortage of irrigation water; or load shedding (gas or electricity)	8%	5%	14%	4%	18%	11%	2%	0%	0%	1%
13. Other voluntary or personal reasons, e.g. religious or social activities or attended political gathering	1%	0%	3%	0%	0%	0%	0%	0%	0%	0%
14. Other involuntary reasons such as unable to find/get more hours of work due to law and order situation etc.	4%	5%	2%	7%	0%	0%	0%	0%	26%	28%

1.41 Characteristics of Underemployed Labour by Urban/Rural

The provided graph illustrates a pronounced disparity in labor demand and job-seeking behavior between rural and urban populations, highlighting a significant "underemployment gap." Rural respondents consistently demonstrate a much higher desire for increased work capacity, with **27%** expressing a wish to work more hours compared to only **18%** of urban respondents. This trend carries over into immediate labor availability, where **28%** of the rural workforce reports being ready to start additional hours within two weeks, doubling the **14%** availability rate observed in urban areas. These figures suggest that rural workers face a greater lack of opportunity relative to their productive capacity.

Active engagement in the labor market further underscores this divide, as rural individuals are significantly more proactive in their search for supplementary employment. Approximately **27%** of rural respondents reported actively looking for additional work during the four weeks preceding the survey, while only **12%** of urban workers did the same. Interestingly, while the desire for more hours and active searching varies widely by geography, the fundamental desire to change one's current employment situation remains relatively stable across both sectors, sitting at **16%** for rural and **14%** for urban populations. This indicates that while rural workers are more desperate for a greater quantity of work, the qualitative dissatisfaction with current jobs is a shared issue across all regions.

Figure 0.2 Characteristics of Underemployed Labour by Urban/Rural



1.42 Characteristics of Underemployed Labour by District, Urban/Rural and Sex

Table 0.5 Reasons for Underemployment by District, Urban/Rural and Sex

Characteristics of Underemployment	Overall	Rural	Urban	Male	Female
Overall					
Want to work more hours per week than usually worked	22%	27%	18%	26%	21%
During the last four weeks Looked for any additional work	18%	27%	12%	23%	17%
Can start working more hours within next two weeks	20%	28%	14%	29%	18%
Want to change current employment situation	15%	16%	14%	26%	12%
District Jamshoro					
Want to work more hours per week than usually worked	23%	30%	17%	29%	19%
During the last four weeks Looked for any additional work	14%	21%	8%	25%	8%
Can start working more hours within next two weeks	16%	26%	7%	22%	13%
Want to change current employment situation	12%	15%	9%	21%	8%
District Karachi Korangi					
Want to work more hours per week than usually worked	10%	0%	10%	0%	11%
During the last four weeks Looked for any additional work	9%	0%	9%	15%	8%
Can start working more hours within next two weeks	12%	0%	12%	33%	10%
Want to change current employment situation	11%	0%	11%	15%	10%
District Karachi Malir					
Want to work more hours per week than usually worked	25%	21%	30%	32%	23%
During the last four weeks Looked for any additional work	20%	22%	16%	24%	18%
Can start working more hours within next two weeks	21%	21%	22%	32%	18%
Want to change current employment situation	23%	21%	26%	39%	18%
District Thatta					
Want to work more hours per week than usually worked	37%	36%	41%	29%	39%

During the last four weeks Looked for any additional work	40%	40%	37%	26%	43%
Can start working more hours within next two weeks	39%	40%	29%	29%	42%
Want to change current employment situation	8%	8%	3%	9%	7%

Table 6.5 highlights clear signs of **time-related underemployment**, meaning many people are working but still want and are available for more hours. Overall, around one-fifth of workers want additional working hours, have looked for extra work, or are ready to start working more within two weeks. Rural workers consistently show higher underemployment than urban workers, pointing to irregular, seasonal, or low-income job structures in rural areas. Men generally report a stronger desire to work more hours and change their employment situation than women, which may reflect greater labour market mobility or financial responsibility pressures among male workers.

At the district level, **Thatta shows the most severe underemployment**, with very high shares of workers wanting more hours, actively seeking additional work, and being immediately available for it. Karachi Malir also faces notable pressure, especially among men who show high dissatisfaction with their current employment. Jamshoro reflects moderate underemployment, more pronounced in rural parts, while **Karachi Korangi appears relatively better off**, with lower percentages across most indicators. Overall, the pattern suggests that underemployment is more intense in rural and peri-urban economies where stable, full-time earning opportunities are limited.

1.43 Main Reason to Change Current Employment Situation by Urban/Rural, Sex and District

Among the respondents who want to change their current employment situation, the dominant reason remains the search for **better pay**, cited by 59% overall and rising sharply to 70% in rural areas and 73% in Malir, highlighting widespread income dissatisfaction. This concern is shared by both men (56%) and women (61%), showing that low earnings are a cross-cutting issue. Job insecurity is another factor, with 8% saying their present job is temporary—more common among men (19%) and in Jamshoro (17%). Signs of underemployment are also visible, as 7% want to work more hours, particularly women (11%) and workers in Thatta (20%).

Table 0.6 Main Reasons to Change the Current Employment Situation

Main Reason to Change Current Employment Situation	Overall	Rural	Urban	Male	Female	Jamshoro	Korangi	Malir	Thatta
Unweighted Base	**49**	**30**	**19**	**21**	**28**	**13**	**5**	**24**	**7**

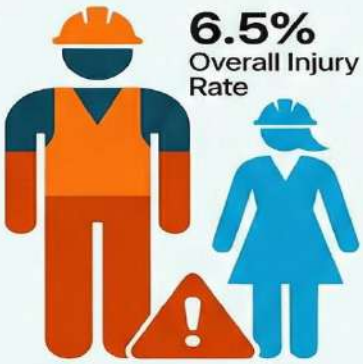
Present job is temporary	8%	5%	11%	19%	2%	17%	0%	8%	12%
To have a better paid job	59%	70%	50%	56%	61%	39%	46%	73%	32%
To have more business	2%	5%	0%	0%	4%	0%	0%	0%	35%
To work more hours	7%	3%	10%	0%	11%	9%	0%	7%	20%
To work fewer hours	0%	0%	0%	0%	0%	0%	0%	0%	0%
To better match skills	9%	7%	11%	13%	7%	8%	28%	3%	0%
To work closer to home	1%	2%	0%	0%	1%	5%	0%	0%	0%
To improve other working conditions	4%	3%	4%	6%	2%	22%	0%	0%	0%
Present work is unpaid	10%	5%	14%	7%	12%	0%	26%	9%	0%

Other responses point to structural and job quality challenges. Skill mismatch (9%) is especially notable in Korangi (28%), suggesting that some workers feel their abilities are not being properly utilized. A meaningful proportion (10%) report that their current work is unpaid, particularly in urban areas (14%) and Korangi (26%), indicating vulnerability and informal arrangements. Smaller shares mention poor working conditions or the need to work closer to home, with Jamshoro showing relatively higher concern about workplace conditions (22%). Almost no one reported wanting fewer hours, reinforcing that the core issue is not excessive workload but rather **low pay, unstable employment, and limited access to decent and productive work**.

Workplace Hazards: Mapping Occupational Injuries & Recovery

Analysis of occupational injuries in Jamshoro, Korangi, Malir, and Thatta districts, highlighting industrial risk, gender disparities, and a significant lack of financial protection.

The Risk Profile: Who and Where?



6.5%
Overall Injury Rate



Males: 7.6%
(Significantly Higher Risk)

Females: 3.1%

Category	Total Suffered	Male	Female
Overall	6.5%	7.6%	3.1%
Urban (High: Korangi)	7.3%	8.5%	3.6%
Rural (High: Thatta)	4.9%	5.8%	2.2%

Urban Korangi vs. Rural Thatta



Korangi
(Highest Urban Hub):
8.7%
Injury Rate



Thatta
(Highest Rural):
6.9%
Injury Rate

Leading Causes and Safety Gaps



Manufacturing & Construction Drive Risk
(Over **50%** of all reported work-related health issues)



Traffic Accidents are the #1 Threat

Commuting causes
36%
of all injuries
(Spikes to **66%** for female workers)



Physical Strain Dominates Rural Work
Manual handling and lifting cause **34%** of injuries in rural environments



88%
Receive Zero Compensation
Vast majority of workers bear the full economic burden of their recovery.

The Path to Recovery



Rapid Return to Work



50%
of injured workers return within **1–3 days**

Disparities in Medical Access



Urban Workers:
37% receive NO medical attention



Rural Areas:
Only **6%** receive NO medical attention



Long-term Disability is Rare

Only 1%
of the workforce reports being permanently unable to return to work.

Occupational Injuries

This chapter analyzes the frequency of occupational injuries among workers aged 15 and older, examining how hazardous environments and safety gaps lead to physical harm across various professions. By breaking down data by industry, job role, and employment status—specifically within the Jamshoro, Korangi, Malir, and Thatta districts—the study pinpoints high-risk "hotspots" and highlights critical vulnerabilities in workplace safety.

Beyond the incidents themselves, the analysis explores the broader impact of these injuries by looking at their root causes, the length of resulting work absences, and the challenges workers face when returning to their jobs. It also evaluates the availability of medical treatment and financial support for those affected. By detailing the social and economic toll of workplace accidents, this chapter provides the evidence needed to shape stronger safety policies and foster healthier environments that safeguard both employee health and economic productivity.

1.44 Occupational Injuries by District, Urban/Rural and Sex

The data reveals that **6.5%** of the total working population in the surveyed districts has suffered from work-related injuries or diseases. There is a distinct gender disparity in these health outcomes, as males exhibit a significantly higher prevalence of suffering (**7.6%**) compared to females (**3.1%**). This trend persists across both rural and urban settings, suggesting that men are more frequently employed in high-risk, labor-intensive sectors such as manufacturing, construction, and heavy industry. Conversely, the lower rate among females may reflect a concentration in lower-risk sectors or potentially a higher degree of under-reporting among home-based and informal workers.

Table 0.1 Occupational Injuries by District, Urban/Rural and Sex

Status of Injuries/ Diseases	Overall	Male	Female	Jamshoro	Korangi	Malir	Thatta
Total	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**
Suffered	6.5%	7.6%	3.1%	4.8%	8.7%	3.9%	6.7%
Not suffered	93.5%	92.4%	96.9%	95.2%	91.3%	96.1%	93.3%
Rural	**100%**	**100%**	**100%**	**100%**	**0%**	**100%**	**100%**
Suffered	4.9%	5.8%	2.2%	4.2%	0.0%	3.8%	6.9%
Not suffered	95.1%	94.2%	97.8%	95.8%	0.0%	96.2%	93.1%
Urban	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**
Suffered	7.3%	8.5%	3.6%	5.4%	8.7%	4.1%	6.0%
Not suffered	92.7%	91.5%	96.4%	94.6%	91.3%	95.9%	94.0%

Geographically, **Korangi** emerges as the highest-risk district with an overall injury rate of **8.7%**, driven entirely by its urban industrial landscape. In contrast, **Malir** recorded the lowest incidence at **3.9%**, indicating a relatively safer occupational environment or a different economic makeup. The analysis also highlights a clear divide between urban and rural environments; urban workers face a higher risk of injury (**7.3%**) than their rural counterparts (**4.9%**). Interestingly, **Thatta** stands out in the rural category with the highest rural injury rate of **6.9%**, likely pointing toward the hazardous nature of agricultural or fishing activities prevalent in that district.

Table 0.2 Occupational Injuries by Major Occupational Groups by District, Urban/Rural and Sex

Occp.Groups	Overall	Rural	Urban	Male	Female	Jamshoro	Korangi	Malir	Thatta
Total	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**
Managers	1%	0%	1%	1%	0%	0%	1%	0%	0%
Professionals	2%	1%	3%	1%	15%	0%	3%	2%	0%
Technicians & associate p	2%	0%	3%	2%	1%	0%	3%	0%	1%
Clerical support worker	2%	0%	2%	2%	0%	0%	3%	0%	0%
Service and sales workers	11%	8%	12%	10%	17%	12%	5%	26%	12%
Skilled agri, forestry & fishery worker	7%	25%	0%	7%	2%	12%	0%	16%	18%
Craft and related trades workers	28%	15%	32%	27%	35%	8%	37%	5%	31%
P & M Operators	15%	12%	16%	17%	0%	11%	21%	11%	2%

Elementary occupations	33%	38%	31%	33%	31%	58%	25%	39%	36%

1.45 Employment Status: Occupational Safety and Health

The following analysis examines the distribution of occupational injuries across different employment statuses, highlighting the vulnerability of wage-earning workers and the specific risks inherent in self-employment.

The data reveals that the vast majority of occupational injuries are sustained by those in the **Employee** category, accounting for **76%** of all cases. This concentration is particularly pronounced in urban environments (**79%**) and districts like **Jamshoro (86%)** and **Malir (84%)**, where industrial and service-sector wage labor is the primary mode of work. Interestingly, **females** show a higher proportion of injuries as employees (**81%**) compared to their male counterparts, indicating that work-related health risks for women are largely tied to formal or semi-formal employment structures. This high percentage of injured employees underscores a critical need for the enforcement of workplace safety regulations and employer-led health and safety interventions.

In contrast, rural and agrarian-focused regions like **Thatta** display a more diversified risk profile, with injuries among **Independent workers** (own-account workers) reaching a peak of **27%** and **Contributing family workers** at **9%**. This shift suggests that in rural economies, the burden of injury moves away from institutionalized workplaces and into private family farms or small-scale independent operations where safety oversight is often non-existent. Furthermore, the minimal percentage of injuries reported by **Employers (5%)** and **Paid Apprentices (2%)** suggests that those in supervisory roles or early-stage training have significantly lower exposure to the physical hazards that characterize the day-to-day reality of the general workforce.

Table 0.3 Occupational Injuries by Employment Status by District, Urban/Rural and Sex

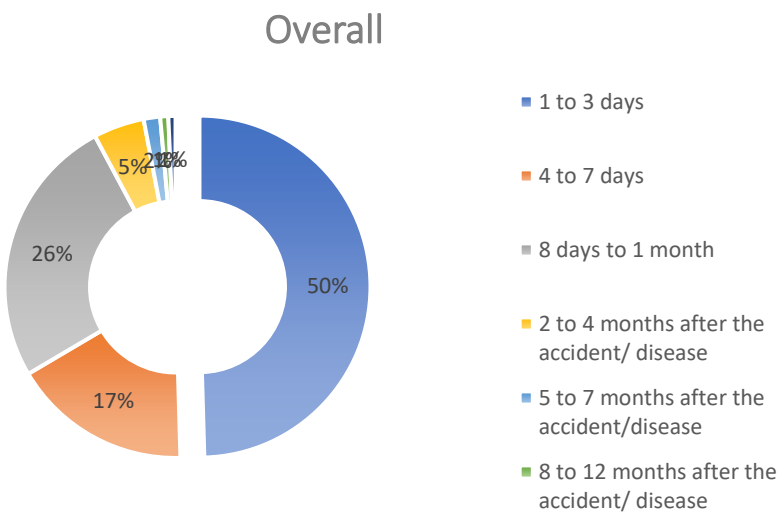
Employment Status	Overall	Rural	Urban	Male	Female	Jamshoro	Korangi	Malir	Thatta
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Employer	5%	2%	6%	5%	0%	2%	5%	6%	3%
Own account worker	16%	22%	14%	17%	12%	11%	16%	11%	27%
Employee	76%	69%	79%	76%	81%	86%	77%	84%	57%

Contributing Family Worker	1%	5%	0%	1%	7%	0%	0%	0%	9%
apprentice	2%	2%	1%	2%	0%	0%	2%	0%	4%

1.46 No. of Days Away from Work

When respondents were asked to quantify the duration of their absence or inability to perform duties due to work-related health issues over the past year, the findings highlight a predominant trend toward short-term recovery. Half of the total affected population (**50%**) managed to return to work within a **1 to 3 day** window. However, the data also reveals a significant level of severity for a large portion of the workforce, with **26%** of individuals being sidelined for a period ranging from **8 days to a full month**. Long-term disability or recovery remains a smaller subset of the results, as only **8%** of all respondents reported being unable to work for **2 months or more** following the onset of their injury or disease.

Figure 0.1 No. of Days Away from Work after Injury



A closer examination of the various demographic and geographic categories reveals that the impact on productivity is not uniform, with **Thatta** experiencing the most prolonged recovery times. In **Thatta**, a remarkably low **12%** of workers resumed duties within three days, while a substantial **46%** were incapacitated for **8 days to a month**, and **13%** required between **2 and 12 months** to recover. This stands in sharp contrast to urban centers like **Malir** and **Korangi**, where the majority—**61%** and **57%**

respectively—were back at work within the first three days. Gender differences are also evident; **females** showed a higher tendency for quick returns, with **61%** back within 1 to 3 days compared to **48%** of **males**. Additionally, the data indicates that **Rural** workers face a harder road to recovery than those in **Urban** areas, with **37%** of rural respondents requiring up to a month off, nearly double the **22%** reported by urban workers.

Table 0.4 Away Days Due to Occupational Injuries by District, Urban/Rural and Sex

No. of Days Away	Overall	Rural	Urban	Male	Female	Jamshoro	Korangi	Malir	Thatta
Total	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**
1 to 3 days	50%	35%	55%	48%	61%	38%	57%	61%	12%
4 to 7 days	17%	19%	16%	18%	9%	18%	16%	12%	25%
8 days to 1 mon	26%	37%	22%	27%	18%	34%	20%	22%	46%
2 to 4 months	5%	5%	5%	5%	5%	8%	4%	0%	10%
5 to 7 months	2%	2%	1%	2%	0%	0%	2%	2%	1%
8 to 12 months	1%	0%	1%	1%	2%	0%	0%	3%	2%

1.47 Return to the Same Job/Activity

Inquiry into whether individuals were able to resume the exact professional tasks or activities they were engaged in at the moment of their health incident reveals an exceptionally high level of workplace reintegration. Data for the **overall** population shows that **99%** of respondents successfully transitioned back to their original roles, indicating that the vast majority of occupational injuries do not result in a permanent change of occupation. Despite this encouraging trend, the results highlight a critical **1%** of the workforce who reported they will never be capable of returning to work or resuming normal life activities, marking the small portion of cases involving permanent disability.

Figure 0.2 Return to Same Work after Injury

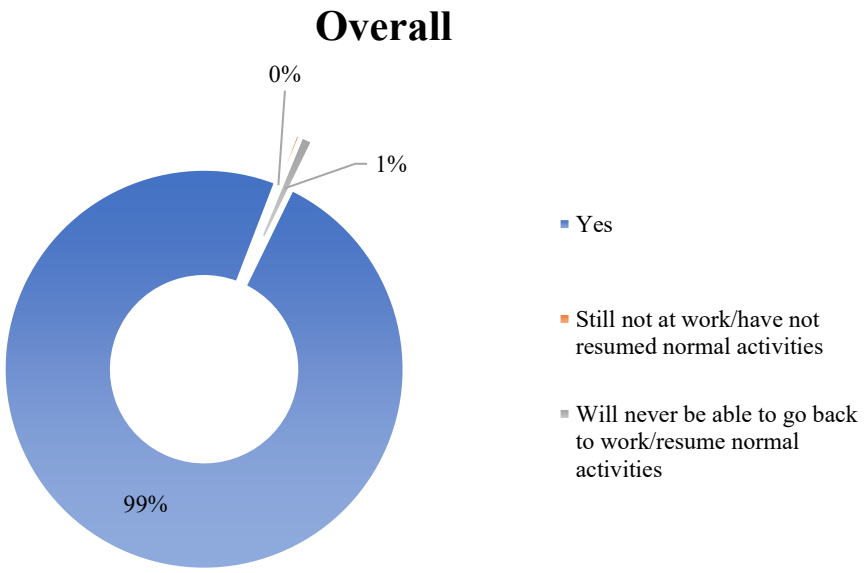


Table 0.5 Return to Job/Activity after Occupational Injuries by District, Urban/Rural and Sex

Return to the Same Job/Activity	Overall	Rural	Urban	Male	Female	Jamshoro	Korangi	Malir	Thatta
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Yes	99%	99%	98%	99%	98%	96%	98%	100%	100%
Still not normal/ Act	0%	1%	0%	0%	2%	4%	0%	0%	0%
Will never be able to go	1%	0%	1%	1%	0%	0%	2%	0%	0%

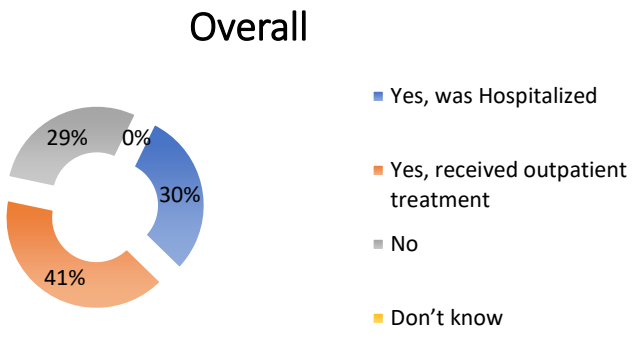
A breakdown of the specific demographic and geographic headers demonstrates nearly total job retention across the region, though minor localized differences exist. Districts such as **Malir** and **Thatta** achieved a perfect **100%** return rate, signifying that every injured worker eventually recovered enough to rejoin their previous workplace. In contrast, **Jamshoro** presents the highest rate of ongoing disruption, with **4%** of respondents still sidelined and yet to resume their normal activities. From a gender perspective, **males** face a slightly higher risk of permanent disability (**1%**) compared to **females** (**0%**), while females are more likely to still be in the recovery phase at **2%**. Additionally, while **urban** hubs like **Korangi** show a **2%** rate

of workers who will never return, the **rural** workforce appears remarkably resilient, maintaining a nearly universal return rate despite facing more physically demanding tasks.

1.48 Medical Attention

Investigation into whether individuals sought professional healthcare within the critical 48-hour window following an occupational health incident reveals that a significant majority of the workforce does access medical services. When respondents were evaluated on their immediate healthcare-seeking behavior, **overall** results show that **71%** of injured workers received some form of professional attention, with **41%** opting for outpatient treatment and **30%** requiring formal hospitalization. Conversely, **29%** of the total population reported receiving no medical intervention at all during this timeframe. These figures suggest that while the majority of accidents are deemed serious enough to warrant professional care, nearly one-third of cases are either minor enough to be self-managed or represent a gap in immediate healthcare access.

Figure 0.3 Medical Attention after Injury



A comparative look across the various demographic and geographic headers exposes a sharp divide in the type of care accessed, particularly between urban and rural settings. In **Urban** areas, while **36%** of workers were hospitalized, a high **37%** received no medical attention, whereas in **Rural** areas, a vast **80%** utilized outpatient services and only **6%** went without care. Geographically, **Korangi** presents a concerning trend with **45%** of injured workers receiving no professional help, the highest of any district, contrasting sharply with **Malir** where only **3%** lacked care. Gender-based data indicates that **females** are hospitalized at a higher rate (**39%**) than **males** (**29%**), yet they are also slightly more likely to go without any treatment (**31%** versus **29%**). This highlights a notable regional disparity: while rural workers in **Thatta** and **Malir**

rely heavily on outpatient clinics, urban workers in industrial hubs like **Korangi** face the highest rates of untreated injuries.

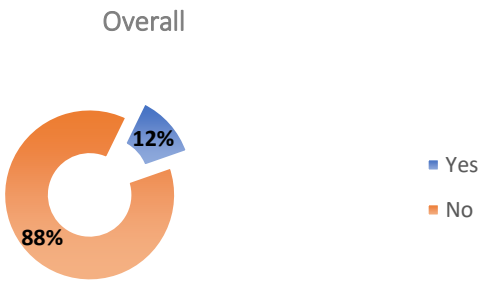
Table 0.6 Medical Care after Occupational Injuries by District, Urban/Rural and Sex

Received Medical Attention	Overall	Rural	Urban	Male	Female	Jamshoro	Korangi	Malir	Thatta
Total	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**
Yes, was Hospitalized	30%	14%	36%	29%	39%	23%	38%	24%	13%
Yes, received outpatient treatment	41%	80%	27%	42%	30%	59%	17%	73%	78%
No	29%	6%	37%	29%	31%	18%	45%	3%	9%
Don't know	0%	0%	0%	0%	0%	0%	0%	0%	0%

1.49 Injury Compensation

Data regarding the provision of financial or material support following a workplace incident reveals a significant gap in worker protection. When individuals were surveyed to determine if they had obtained any form of injury reimbursement—whether through direct cash or in-kind support from an employer, accident insurance, or a formal social security framework—the **overall** results show that only **12%** received such benefits. The vast majority, comprising **88%** of the injured population, reported receiving no compensation whatsoever. This suggests that despite the physical and economic toll of occupational injuries, the burden of recovery largely falls on the workers themselves rather than institutional or employer-based safety nets.

Figure 0.4 Injury Compensation in Cash/Kind



A review of the various demographic and geographic headers indicates that access to these benefits is consistently low across all categories, though urban industrial centers show a slight advantage. In **Urban** areas, **13%** of workers received compensation compared to **10%** in **Rural** settings, likely due to a higher concentration of formal sector jobs in cities. Geographically, **Korangi** recorded the highest rate of compensation at **14%**, whereas **Jamshoro** saw the lowest at just **8%**, leaving **92%** of its injured workforce without aid. Gender disparities are minimal, with **13%** of **males** and **11%** of **females** receiving support. Overall, while those in urban hubs like Korangi fare slightly better, the data underscores a systemic lack of compensation across the region, with at least **86%** of workers in every district failing to access any form of financial or social security relief after an accident.

Table 0.7 Occupational Injury Compensation by District, Urban/Rural and Sex

Received Injury Compensation	Overall	Rural	Urban	Male	Female	Jamshoro	Korangi	Malir	Thatta
Total	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**
Yes	12%	10%	13%	13%	11%	8%	14%	11%	11%
No	88%	90%	87%	87%	89%	92%	86%	89%	89%

The Digital Labor Divide: Mapping the Gig Economy

Illustrating the small but diverse footprint of digital platform work compared to traditional physical labor.

TRADITIONAL PHYSICAL LABOR



98.8%

Overwhelming majority of workforce engages in physical labor.

URBAN VS. RURAL ENGAGEMENT



1.6%
Nearly triple the engagement of rural areas.

0.6%

GENDER PARTICIPATION GAP



1.6%
Male Participation



0.2%
Female Participation

DIGITAL PLATFORM WORK (GIG ECONOMY)



1.2%

Only 1.2% of total workforce engages in online or hybrid gig work.

DECONSTRUCTING GIG ACTIVITIES

Only digital work force integrated conrarcted engages in online or hybrid gig work.

OTHER GIG ACTIVITIES

60%

Most gig activities remain unspecified or fail outside traditional platform definitions.



SELLING GOODS & COMMERCE
19% - Selling products via platforms like Amazon, Daraz, Alibaba

TAXI SERVICES
10% - Includes Taxi services (InDrive, Careern, etc.)

SERVICE-BASED GIG WORK:
Includes Taxi services (10%), Social Media content (5%), and Teaching (2%).

SPECIALIZED SERVICES:
0% - Minimal activity in Medical, Renting, and On-location services.

Medical (ɑlthifs), Renting (Airboh), On-location (Plumbing)

Digital Platform Employment (Gig Employment)

The rise of digital platform employment marks a transformative era in global labor markets, propelled by rapid technological innovation and the burgeoning gig economy. This model moves away from traditional recruitment structures, as workers increasingly utilize specialized online applications and platforms to secure freelance, short-term, or task-oriented engagements directly with clients and employers. For the individual, the platform model provides a high degree of autonomy, granting them the freedom to determine their own schedules and locations. For some participants, these digital platforms serve as their primary source of income and main professional identity, while for others, gig work acts as a subsidiary job used to supplement a traditional salary or fill gaps in underemployment. This inherent flexibility creates vital economic pathways for diverse demographics—such as youth, women, and migrant workers—who may encounter significant obstacles within conventional hiring frameworks. Simultaneously, employers benefit from reduced overhead costs and the ability to tap into an expansive, borderless talent pool.

1.50 Introduction

The findings indicate that engagement in online or hybrid modes of work remains extremely limited within the surveyed population. Out of 3,249 respondents, only **1.2% reported online or combined online and physical work as their main job**, while just **0.1% reported this arrangement as a subsidiary job**. This distribution suggests that the labor market in the study areas continues to be dominated by **physically based employment**, with digital or remote work playing only a marginal role. The very low prevalence of online work may reflect structural constraints such as limited digital infrastructure, restricted access to technology, skill gaps, or the occupational composition of local labor demand.

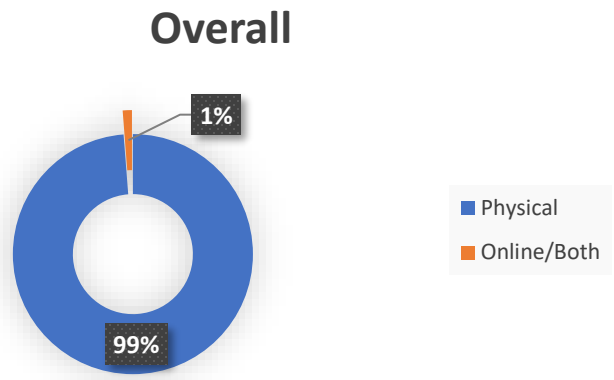
It is also important to consider the statistical implications of the small sample size. The **0.1% share corresponds to only 3 individuals**, which is insufficient for meaningful disaggregated analysis or reliable inference. As a result, subsequent discussion will focus on respondents who reported online or hybrid work as their **main job**. Although this group is still relatively small, it provides a comparatively stronger analytical basis than the subsidiary job category and allows for more cautious but informative interpretation.

1.50.1 Share of Gig Workers in Employment by Sex

Investigation into the methods used to conduct work activities reveals a workforce that is fundamentally defined by traditional, presence-based labor. When participants were asked to describe the nature of their work execution—specifically whether their professional tasks were performed through **Physical/Manual** means, **Internet/Online** platforms, or a **Hybrid** of both—the data shows an overwhelming reliance on manual effort. Out of the 3,249 individuals surveyed, a massive **98.8%** reported that their duties are strictly

physical in nature. The digital economy remains a very small fraction of the overall labor landscape, with only **1.2%** of the total population engaging in online or combined work methods. Within this small digital subset, **1.2%** of respondents identify platform-based tasks as their primary occupation, while a negligible **0.1%** utilize online work as a secondary or subsidiary source of income.

Figure 0.1 Gig Workers in Employment



Examining the data across specific demographics and regions highlights that digital adoption is largely concentrated in urban and male-dominated sectors. **Males** show a higher participation rate in online or hybrid work at **1.6%**, whereas **females** remain almost exclusively in the physical realm at **99.8%**. A clear geographic divide is also evident; urban areas report nearly three times the digital engagement (**1.6%**) compared to rural areas (**0.6%**). At the district level, **Korangi** leads in technological integration with **1.9%** of its workforce using online methods, followed by **Jamshoro** at **1.5%**. In contrast, **Malir** demonstrates the highest level of traditionalism, with **99.9%** of workers performing manual tasks and only **0.1%** utilizing digital platforms. **Thatta** aligns closely with the overall average, maintaining a **1.2%** digital participation rate.

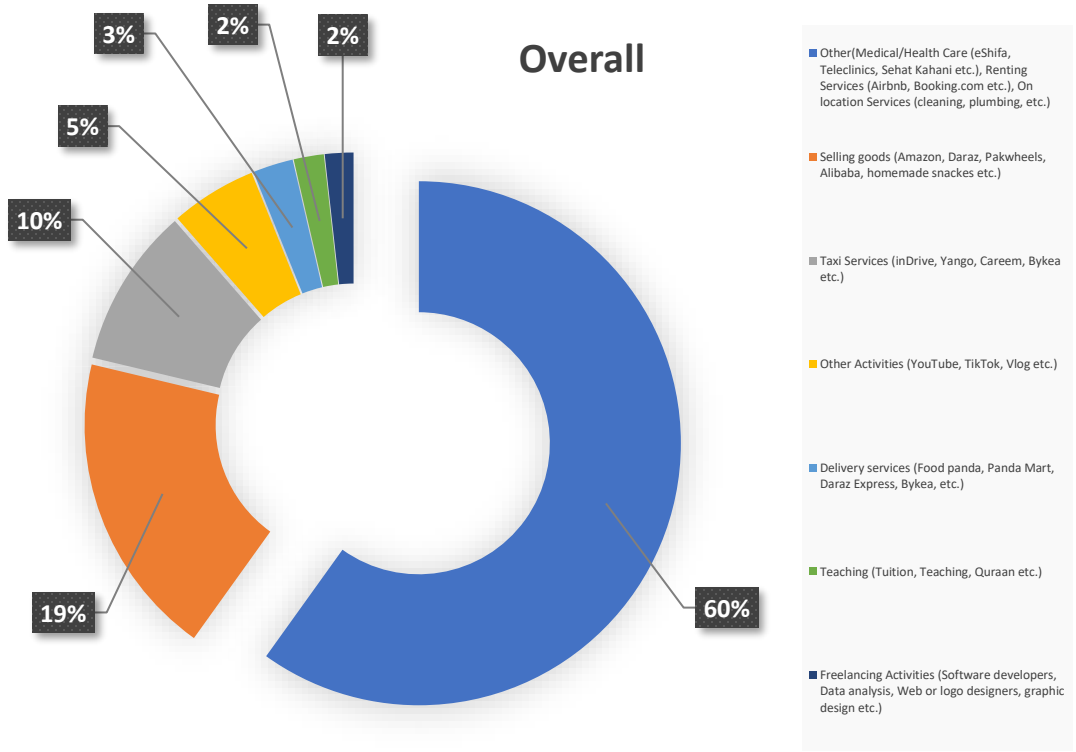
Table 0.1 Gig Workers in Employment by District, Urban/Rural and Sex

Employment Type	Overall	Male	Female	Rural	Urban	Jamshoro	Korangi	Malir	Thatta
Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**
Physical	98.8%	98.4%	99.8%	99.4%	98.4%	98.5%	98.1%	99.9%	98.8%
Online/Both	1.2%	1.6%	0.2%	0.6%	1.6%	1.5%	1.9%	0.1%	1.2%

1.51 Gig Workers by Type of Activity

The overall data indicates that the gig economy for this group is heavily dominated by unspecified activities, with 60% of workers falling under the "Any other" category. Among the defined gig activities, selling goods via platforms such as Amazon, Daraz, and Alibaba is the most common, involving 19% of the total respondents. This is followed by taxi services at 10% and social media content creation at 5%. Specialized digital services like delivery, software freelancing, and online teaching represent a much smaller fraction of the workforce, each at 3% or less. Notably, sectors such as medical care, renting services, and on-location manual labor show no participation among the respondents, suggesting these specific digital platforms have a limited footprint in this particular survey group.

Figure 0.2 Gig Workers by Type of Activity



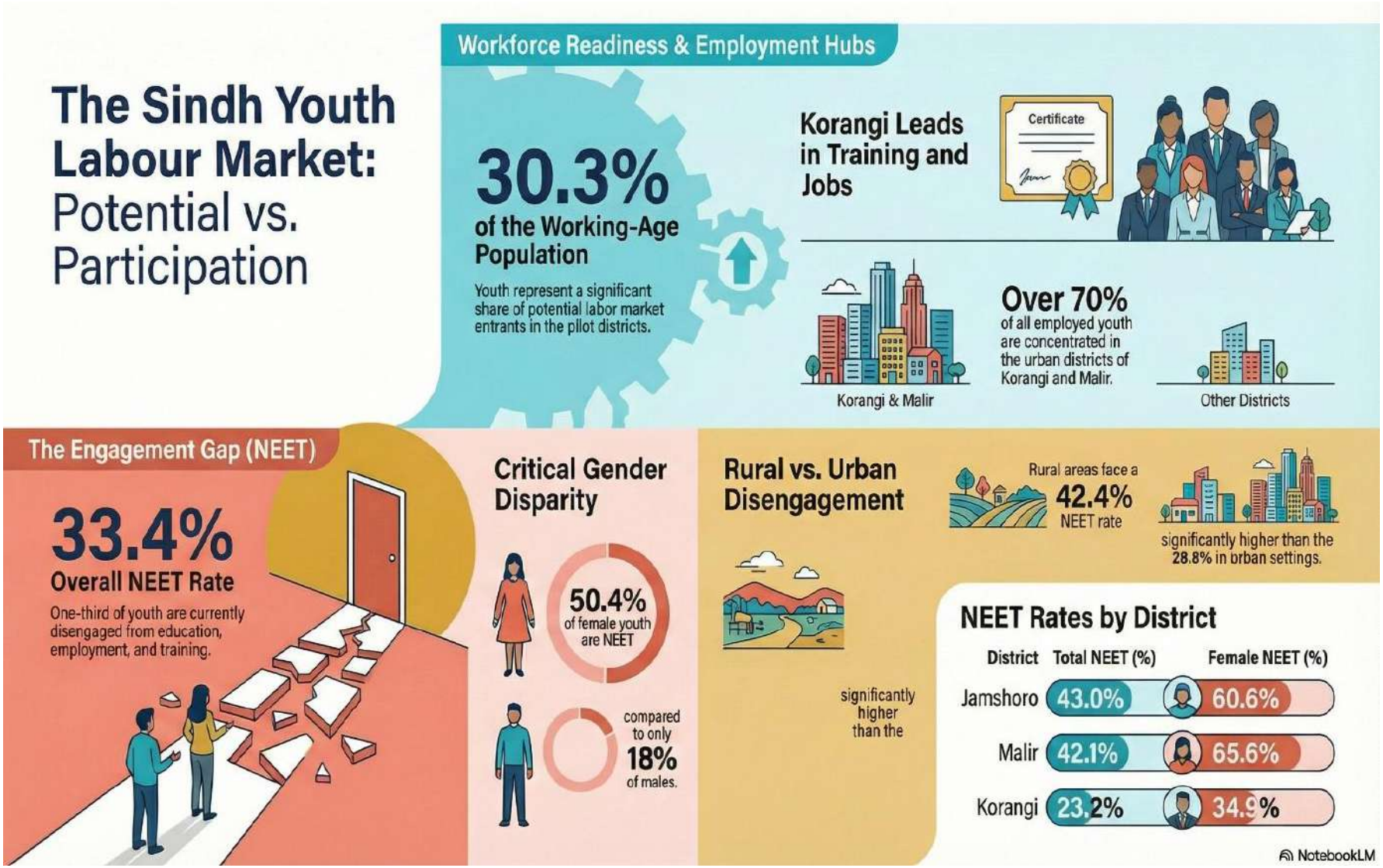
Examining the specific headers reveals significant disparities across demographics and locations. Gender-wise, while males are spread across various tasks, 67% of females are concentrated in selling goods. Geographically, selling goods is a primary driver for rural gig workers at 55%, whereas urban workers are far more likely to engage in "Any other" unspecified activities at 69%. At the district level, Jamshoro displays the most diverse profile, boasting the highest rates for taxi services (32%), delivery (15%), and freelancing (10%). In contrast, Thatta shows a strong preference for selling goods (54%), and Korangi is largely dominated by miscellaneous activities at 76%. Malir stands out as an outlier, with its respondent

focusing exclusively on teaching, highlighting how gig work choices fluctuate significantly based on local infrastructure and regional demand.

Table 0.2 Gig Workers by Type of Activity by District, Urban/Rural and Sex

Gig Workers by Type of Activity	Total	Male	Female	Rural	Urban	Jamshoro	Korangi	Malir	Thatta
Unweighted - Base	**40**	**37**	**3**	**10**	**30**	**12**	**16**	**1**	**11**
Selling goods (Amazon, Daraz, Pakwheels, Alibaba, homemade snacks etc.)	19%	17%	67%	55%	12%	19%	12%	0%	54%
Taxi Services (in Drive, Yango, Careem, Bykea etc.)	10%	10%	0%	19%	8%	32%	6%	0%	3%
Delivery services (Food panda, Panda Mart, Daraz Express, Bykea, etc.)	3%	3%	0%	0%	3%	15%	0%	0%	0%
Freelancing Activities (Software developers, Data analysis, Web or logo designers, graphic design etc.)	2%	2%	0%	0%	2%	10%	0%	0%	0%
Medical/Health Care (eShifa, Teleclinics, Sehat Kahani etc.)	0%	0%	0%	0%	0%	0%	0%	0%	0%
Teaching (Tuition, Teaching, Quraan etc.)	2%	2%	0%	11%	0%	0%	0%	100%	0%
Renting Services (Airbnb, Booking.com etc.)	0%	0%	0%	0%	0%	0%	0%	0%	0%
On location Services (cleaning, plumbing, etc.)	0%	0%	0%	0%	0%	0%	0%	0%	0%
Other Activities (YouTube, TikTok, Vlog etc.)	5%	6%	0%	0%	6%	7%	6%	0%	0%
Any other (Medical/Health	60%	61%	33%	14%	69%	17%	76%	0%	43%

Care, Renting Services, location Services, Buy Sell Property Online, Easylaod, On Call bying Selling, Buy Sell on Website, Website Selling)


The Sindh Youth Labour Market: Potential vs. Participation
Workforce Readiness & Employment Hubs
30.3%
of the Working-Age Population
Youth represent a significant share of potential labor market entrants in the pilot districts.
Korangi Leads in Training and Jobs
Certificate
Over 70%
of all employed youth are concentrated in the urban districts of Korangi and Malir.
Korangi & Malir
Other Districts
The Engagement Gap (NEET)
33.4%
Overall NEET Rate
One-third of youth are currently disengaged from education, employment, and training.
Critical Gender Disparity
50.4%
of female youth are NEET
compared to only
18%
of males.
Rural vs. Urban Disengagement
Rural areas face a
42.4%
NEET rate
significantly higher than the 28.8% in urban settings.
significantly higher than the
NEET Rates by District
District
Total NEET (%)
Female NEET (%)
Jamshoro
43.0%
60.6%
Malir
42.1%
65.6%
Korangi
23.2%
34.9%
NotebookLM

Youth Labour Market

Youth labour market indicators provide a comprehensive lens to understand the employment dynamics of individuals aged 15–24, a demographic that accounts for approximately 19 per cent of the total population. As a critical segment of the workforce, youth participation shapes economic growth, social development, and the future trajectory of the labour market. These indicators are indispensable for policymakers, researchers, and development practitioners, enabling evidence-based decision-making and targeted interventions.

This chapter presents key measures of youth engagement in the labour market, including the youth unemployment rate, which reflects the proportion of young people actively seeking work; the youth employment-to-population ratio, capturing the share of employed youth, and the labour force participation rate, indicating overall economic involvement. In addition, it examines educational attainment and vocational training to assess skills development and employability. Special attention is also given to youth not in education, employment, or training (NEET), highlighting those who are disengaged from both formal work and learning opportunities. By analyzing these indicators, the chapter provides a clearer understanding of youth employment trends, the challenges faced by young workers, and the potential areas for policy intervention to enhance youth labour market outcomes.

1.52 Profile of Youth (15-24 Years)

Table 9.1 shows that individuals aged 15–24 constitute 282.9 thousand of the total population, with males accounting for 152.7 thousand and females 130.4 thousand. Youth represent 19.1 per cent of the overall population, with a slightly higher proportion among males (19.6 per cent) than females (18.6 per cent). Within the working-age population, youth account for 30.3 per cent, highlighting their significant share of potential labour market entrants. The gender distribution within the working-age youth population shows that males comprise 31.1 per cent, while females constitute 29.4 per cent, reflecting a moderate gender gap. These figures underscore the demographic weight of youth and their potential contribution to the labour force.

Table 0.1 Youth Population by Age and Sex

	Youth Population by Age and Sex (000).		
Age Group	**Total**	**Male**	**Female**
Overall Population	282.9	152.7	130.4
Working Age Population	1482.1	779.5	702.2
Youth Population (15-24)	**2025-26 (Per centage)**		

Share of Youth (15-24) in Overall Population	19.1	19.59	18.57
Share of Youth (15-24) in Working Age Population	30.25	31.11	29.36

Figure 0.1 Share of Youth (15-24 Years) Population by Districts (per cent) – Overall Population

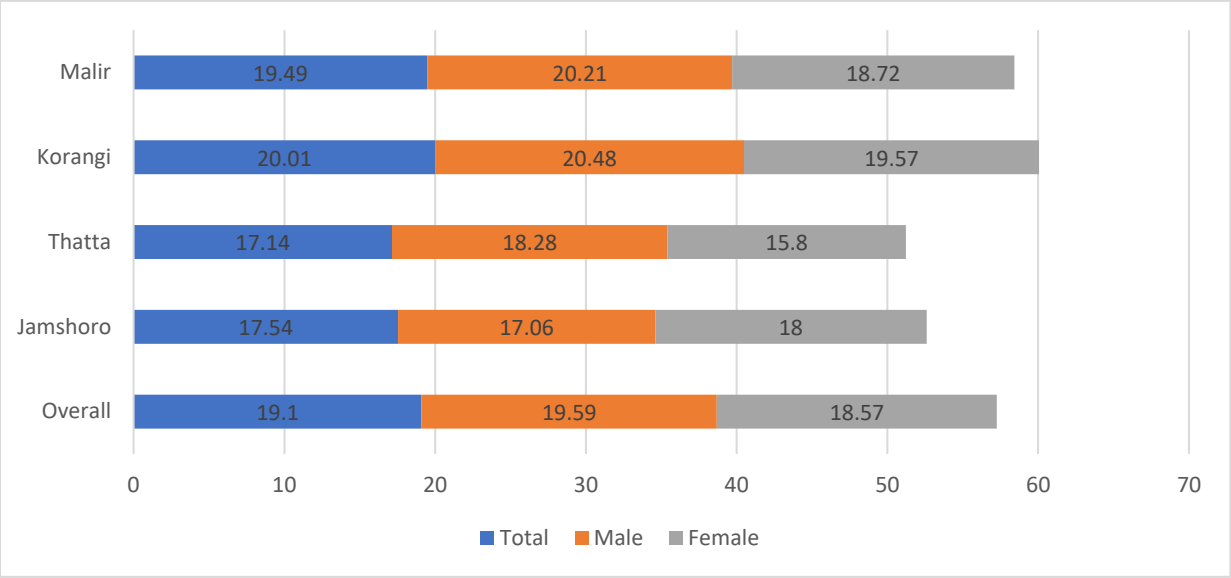
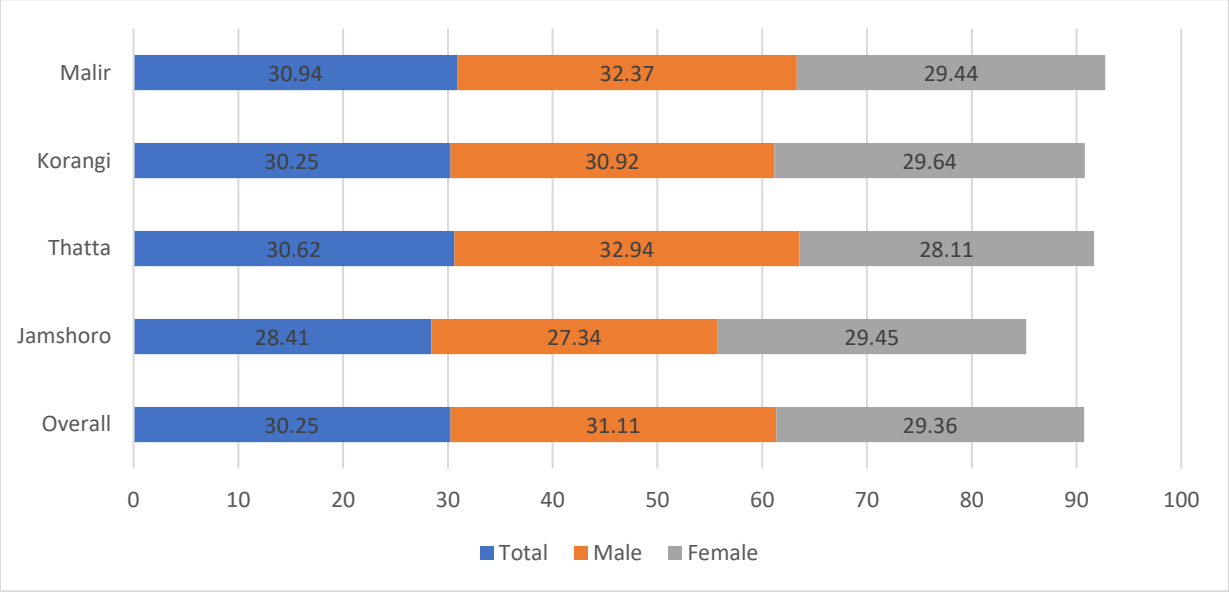


Figure 0.2 Share of Youth (15-24 Years) Population by Districts (per cent) – Working Age Population



Youth aged 15–24 account for 19.1 per cent of the overall population and 30.25 per cent of the working-age population. At the district level, Korangi (20.01 per cent) and Malir (19.49 per cent) show relatively higher shares of youth in the overall population, while Jamshoro (17.54 per cent) and Thatta (17.14 per cent) have comparatively lower proportions. Within the working-age population, youth representation is

highest in Malir (30.94 per cent) and Thatta (30.62 per cent), followed by Korangi (30.25 per cent) and Jamshoro (28.41 per cent).

Gender-wise, the share of male youth slightly exceeds that of females in most districts, particularly in Thatta and Malir. However, in Jamshoro, the female youth share in the overall population (18.00 per cent) is marginally higher than that of males (17.06 per cent).

Table 0.2 Youth (15-24 Years) having Technical/Vocational Training – Pilot Districts

District/Sex	Total	Male	Female	Total	Male	Female
	Thousand (000)			(per cent)		
Total	**164.5**	**84.6**	**80**	**100**	**100**	**100**
Jamshoro	8.8	2.1	6.7	5.3	2.5	8.4
Thatta	12.5	6.4	6.1	7.6	7.6	7.6
Korangi	93.9	40.1	53.8	57.1	47.4	67.3
Malir	49.3	36	13.4	30.0	42.6	16.8

Table 9.2 shows that youth (15–24 years) participation in technical and vocational training varies considerably across pilot districts and by gender. Out of 164.5 thousand trained youth in the pilot districts, males account for 84.6 thousand and females 80.0 thousand. Korangi leads with 57.1 per cent of trained youth, notably with higher female participation (67.3 per cent) than male (47.4 per cent). Malir shows a pronounced gender gap, with 42.6 per cent male versus 16.8 per cent female participation. Jamshoro, though small overall (5.3 per cent), has more females (8.4 per cent) than males (2.5 per cent), while Thatta exhibits gender parity (7.6 per cent each). The data highlight regional and gender disparities, with urban districts demonstrating higher coverage and more balanced participation.

1.53 Youth (15-24 Years) in Employment

Youth aged 15–24 in employment total 612.1 thousand, of whom 443.8 thousand are males and 167.8 thousand are females. District-wise distribution shows that Korangi accounts for the largest share of employed youth (267.5 thousand), followed by Malir (172.5 thousand), Thatta (96.4 thousand), and Jamshoro (75.7 thousand).

In percentage terms, Korangi represents 43.7 per cent of total employed youth, indicating a strong concentration of youth employment in this district. Malir contributes 28.2 per cent, while Thatta and Jamshoro account for 15.7 per cent and 12.4 per cent, respectively. Gender-wise distribution reveals that male youth employment is highest in Korangi (42.2 per cent) and Malir (30.7 per cent), whereas female

youth employment is more heavily concentrated in Korangi (67.3 per cent), with comparatively lower shares in Malir (16.7 per cent), Jamshoro (8.4 per cent), and Thatta (7.6 per cent). These figures highlight a pronounced urban concentration of youth employment, particularly in Korangi, along with significant gender disparities across districts.

Table 0.3 Youth (15-24 Years) in Employment by Sex – Pilot Districts

District/Sex	Total	Male	Female
		Thousand (000)	
Total	**612.1**	**443.8**	**167.8**
Jamshoro	75.7	51	24.3
Thatta	96.4	69.6	26.8
Korangi	267.5	187.1	80.4
Malir	172.5	136.2	36.3
		(per cent)	
Total	**100**	**100**	**100**
Jamshoro	12.4	11.5	8.4
Thatta	15.7	15.7	7.6
Korangi	43.7	42.2	67.3
Malir	28.2	30.7	16.7

1.54 Youth (15-24 Years) in Education

A total of 560.7 thousand youth aged 15–24 are currently enrolled in education, comprising 323.5 thousand males and 237.2 thousand females. District-wise distribution indicates that Korangi accounts for the largest number of youth in education (342.7 thousand), followed by Malir (124.6 thousand), Jamshoro (49.2 thousand), and Thatta (44.2 thousand).

Notably, the district-level share of youth in education follows the same trend: Korangi represents 61.1 per cent of total youth enrolled in education, with a particularly high share among females (68.5 per cent) compared to males (55.8 per cent). Malir accounts for 22.2 per cent overall, while Jamshoro and Thatta contribute 8.8 per cent and 7.9 per cent, respectively. Male participation in education is almost double in Thatta (10.0 per cent) and comparatively higher in Malir (24.7 per cent) compared to female participation in those districts. These findings reflect a strong urban concentration of educational enrollment, especially in Korangi.

Table 0.4 Youth (15-24 Years) in Education by Sex – Pilot Districts

District/Sex	Total	Male	Female
		Thousand – (000)	
Total	**560.7**	**323.5**	**237.2**
Jamshoro	49.2	31.1	18
Thatta	44.2	32.3	12
Korangi	342.7	180.4	162.4
Malir	124.6	79.8	44.8
		(per cent)	
Total	**100**	**100**	**100**
Jamshoro	8.8	9.6	7.6
Thatta	7.9	10	5.1
Korangi	61.1	55.8	68.5
Malir	22.2	24.7	18.9

1.55 Youth (15-24 Years) Key Indicators – 19th ICLS

In line with international best practices, the Sindh Bureau of Statistics has adopted the recommendations of the 19th International Conference of Labour Statisticians (ICLS) in defining employment and labour force concepts. Under these updated standards, employment excludes subsistence agricultural activities undertaken solely for own consumption. Consequently, key labour market indicators for youth aged 15–24 presented in Table 9.5 are calculated in accordance with these revised definitions, ensuring comparability with international benchmarks and enhancing the accuracy and relevance of youth labour market analysis in Sindh.

According to the 19th ICLS (new international standards), the district-wise analysis in Table 9.5 shows that Thatta records the highest LFPR (57.8 per cent) and EPR (51.3 per cent), indicating stronger youth engagement in economic activity. Jamshoro exhibits the highest unemployment rate (18.9 per cent), reflecting comparatively weaker labour market absorption. Korangi, despite having the largest youth population (632.2 thousand), maintains a moderate unemployment rate (10.8 per cent) and an LFPR of 47.4 per cent. Malir shows relatively lower participation (LFPR 42.1 per cent) and an EPR of 37.1 per cent.

Male youth demonstrate substantially higher participation (LFPR 65.6 per cent) and employment levels (EPR 56.9 per cent) compared to females (LFPR 26.4 per cent, EPR 23.9 per cent). However, the unemployment rate among males (13.3 per cent) is slightly higher than that of females (9.4 per cent), suggesting that while male youth are more active in the labour market, they also face higher exposure to unemployment. Female youth participation remains particularly low across districts, especially in Thatta and Malir.

Table 0.5 Youth (15-24 Years) Key Labour Indicators by Sex (19th ICLS) – Pilot Districts

District/Sex	Employed	Unemployed	Labour Force	Out of Labour Force	Youth Population	UR	EPR	LFPR
			Thousand (000)			Per cent		
Total	**612.1**	**85.3**	**697.4**	**784.7**	**1482.1**	**12.2**	**41.3**	**47.1**
Jamshoro	75.7	17.6	93.3	104.2	197.5	18.9	38.3	47.2
Thatta	96.3	12.4	108.7	79.2	187.9	11.4	51.3	57.8
Korangi	267.5	32.3	299.8	332.4	632.2	10.8	42.3	47.4
Malir	172.5	23.2	195.7	268.8	464.5	11.9	37.1	42.1
Male	**443.8**	**67.9**	**511.7**	**267.8**	**779.5**	**13.3**	**56.9**	**65.6**
Jamshoro	51	11.1	62.1	911.4	97.3	17.9	5.2	63.8
Thatta	69.6	9	78.6	27	105.6	11.5	65.9	74.4
Korangi	187.1	25.6	212.7	114.9	327.6	12	57.1	64.9
Malir	136.2	22.1	158.3	90.7	249	14	54.7	63.6
Female	**167.8**	**17.5**	**185.3**	**516.9**	**702.2**	**9.4**	**23.9**	**26.4**
Jamshoro	24.3	6.4	30.7	69.1	99.8	20.8	24.3	30.8
Thatta	26.8	3.3	30.1	792.9	82.3	11	3.3	36.6
Korangi	80.4	6.7	87.1	217.5	304.6	7.7	26.4	28.6
Malir	36.3	1.1	37.4	178.2	215.6	2.9	16.8	17.3

1.56 Youth (15-24 Years) NEET Rate

Youth aged 15–24 comprise a crucial segment of the population, holding immense potential for driving socio-economic growth and development in the country. Effective utilization of this demographic segment can be achieved by engaging them in education, employment, or training. When youth are engaged in these three areas, it can significantly mitigate the challenges of poverty and unemployment, ultimately contributing to a more prosperous and stable future.

Figure 0.3 Youth (15-24 Years) Not in Employment, Education or Training

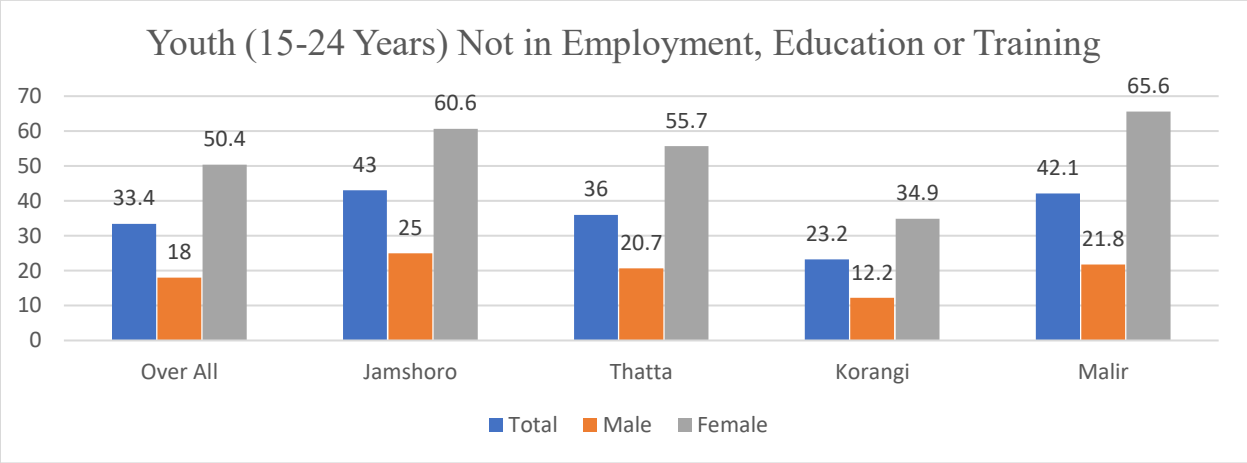
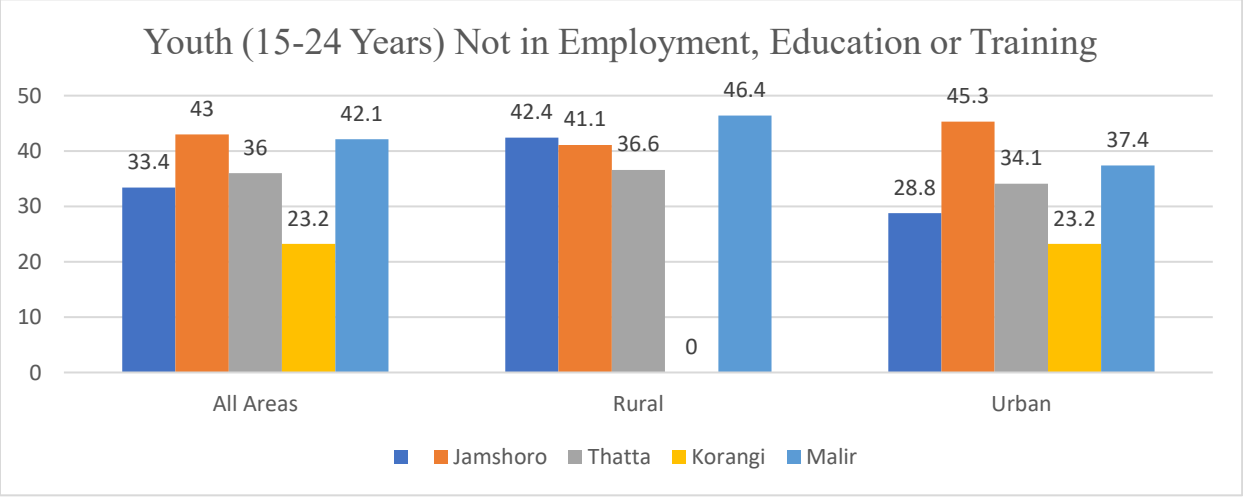


Figure 0.4 Youth (15-24 Years) Not in Employment, Education or Training



Figures 9.3 and 9.4 show that, overall, a significant share of youth aged 15–24 is not engaged in employment, education, or training (NEET), highlighting critical gaps in youth engagement. Overall, 33.4 per cent of youth are NEET, with 50.4 per cent of females disengaged compared to 18.0 per cent of males. Rural areas exhibit higher NEET rates (42.4 per cent) than urban areas (28.8 per cent), reflecting limited

access to education and employment opportunities in rural settings. Among districts, Jamshoro and Malir have the highest NEET shares, with 43.0 per cent and 42.1 per cent of youth respectively, while Korangi, an urbanized district, reports the lowest NEET rate at 23.2 per cent. Female youth NEET rates remain substantially higher than male counterparts across all districts, particularly in rural areas: 63.8 per cent of rural female youth overall are NEET, compared to 22.8 per cent of males. Urban districts, although relatively better, still show high female NEET shares, indicating persistent socio-cultural and structural barriers.

Literacy and Education

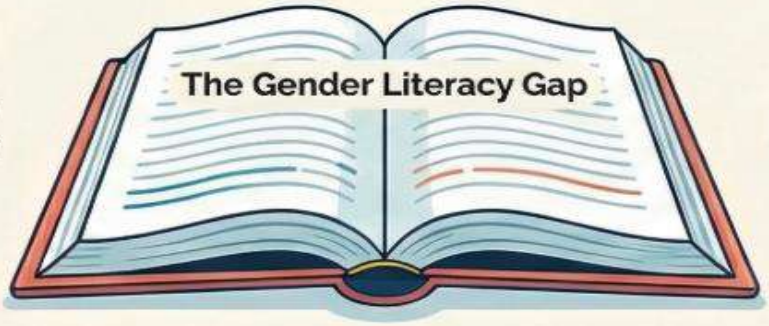
Examining educational and demographic data across four districts (Korangi, Malir, Thatta, and Jamshoro) in Southern Sindh, highlighting persistent literacy gaps by gender and geography, and regional marital trends.

THE LITERACY DIVIDE: GENDER & GEOGRAPHY



Male literacy consistently outpaces female literacy across all surveyed regions.

Male Literacy 63.08%



Female Literacy 52.56%



Urban vs. Rural Disparity

Urban Areas



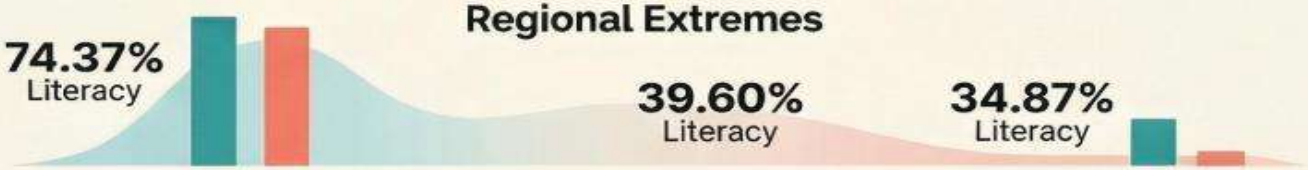
Urban areas report a higher literacy rate.



Compared to only 42.30% in rural areas.

Rural Areas

Regional Extremes



Korangi (Urban)
Male: 77.03% | Female: 71.44%

Jamshoro
Male: 51.84% | Female: 27.87%

Thatta (Rural)
Male: 50.98% | Female: 19.11%

Literacy, Education & Training

Education is one of the pillars of human development and a source of economic growth and a progressive society, because education leads to critical thinking, conceptualization, and the use and implementation of knowledge.

Article 25A of the Constitution of the Islamic Republic of Pakistan, 1973 obligates the state to provide free and compulsory education to all children aged five to sixteen years. In Pakistan, after the 18th Constitutional Amendment, the subject of education was devolved to the provinces.

Thus, educational policies, planning and curriculum design rest with the provinces. Access, equity, and quality of education have remained a long-standing challenge. This chapter discusses the findings on educational indicators such as School Attendance, Enrolment Rate, Literacy, Location, Transportation and Satisfaction level.

1.57 Literacy Rate

Literacy is not only an important indicator of education, but it is also closely associated with other socioeconomic indicators. UNESCO propagates that literacy is a source of empowerment that improves lives by expanding capabilities which in turn reduces poverty, increases participation in the labour market and has positive effects on health and sustainable development.

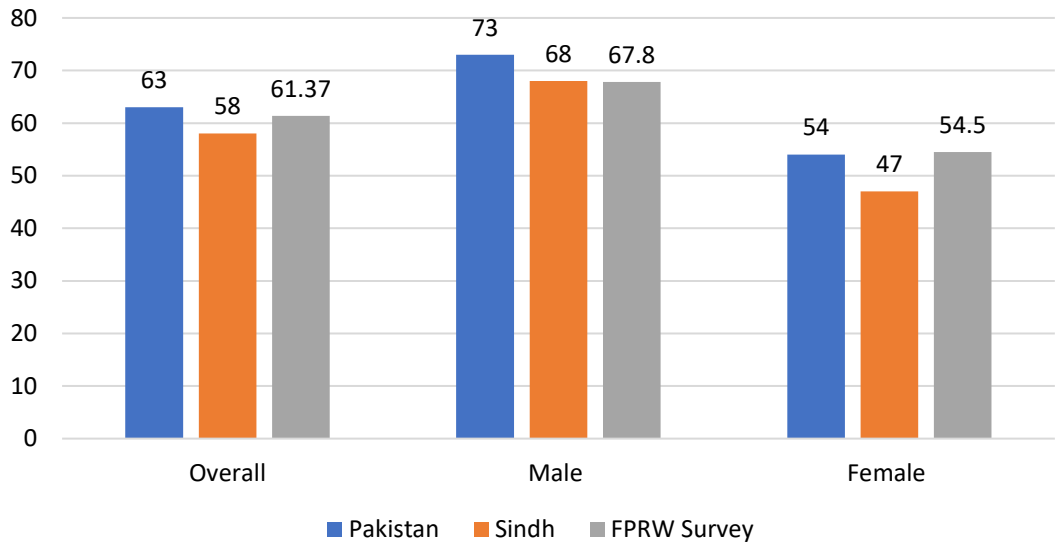
The overall literacy rate of surveyed population age 5 and above was reported at 57.96%. More than half of the urban and male population were found literate; this trend reflects national as well as provincial estimates. According to the recently released Household Income & Expenditure Survey (HIES) report 2024-25, the overall national literacy rate (age 10 and above) is 63%: 73% amongst males and 54% amongst females. The same report presents provincial results and concludes that the literacy rate (age 10 and older) in Sindh is 58%, with 68% amongst males and 47% amongst females.

Table 0.1 Percentage Distribution of Literacy Rate (Age 5 & above) by Area & Gender

Literacy	Overall	Urban	Rural	Male	Female
Yes	57.96	66.12	42.30	63.08	52.56
No	42.04	33.18	57.70	36.92	47.44

The literacy rate age 10 and older computed for administrative units throughout the country is given below for the reader's information. The literacy values for Pakistan and Sindh have been obtained from the HIES survey report (2024-25).

Figure 0.1 Literacy Rate Age 10 & Above Comparison



The overall literacy rate witnesses a slight downward trend with respect to age: in the working-age group (15 years & above), overall literacy is 60.82%, compared to 63.37% for those aged 10 years and above. The pertinent finding is that as the age range shifts from lower to higher, the literacy rate decreases.

Table 0.2 Percentage Distribution of Literacy Rate Amongst Working Age by Area & Gender

Age Distribution	Literacy	Male	Female
15-24	71.49	75.09	67.54
25-34	64.74	70.96	58.97
35-44	59.34	67.76	50.61
45-54	52.10	66.22	37.21
55-64	43.74	56.40	29.79
64 & Above	28.87	46.11	11.08
Overall	60.82	68.72	52.62

Table 0.3 Percentage Distribution of Literacy Rate (Age 10 & Above) by Area & Gender

District	Overall	Urban	Rural	Male	Female
Jamshoro	39.6	48.82	31.59	51.84	27.87
Korangi	74.37	74.37	-	77.03	71.44
Malir	64.20	63.73	64.68	70.28	58.36
Thatta	34.87	45.69	32.27	50.98	19.11

1.58 Literacy Among Employed Persons

Overall, the literacy rate among the employed population is on the higher side; the same trend has been observed across geographical domains and genders. This supports the claim that a literate person has a higher chance of getting a job compared to the illiterate person. The overall results also correspond to national averages: the overall literacy rate across the four districts is 63.56%, whereas according to LFS 2024-25 the literacy rate among employed persons is 64.3%, compared with 61.2% in LFS 2020-21.

Table 0.4 Percentage Distribution of Literacy Rate (Age 10 & Above) by Area & Gender

District	Overall	Urban	Rural	Male	Female
Jamshoro	46.88	59.73	35.91	52.75	29.90
Korangi	71.88	71.88	--	73.73	66.37
Malir	66.96	63.46	70.47	69.87	55.37
Thatta	40.51	54.36	37.36	50.94	12.23

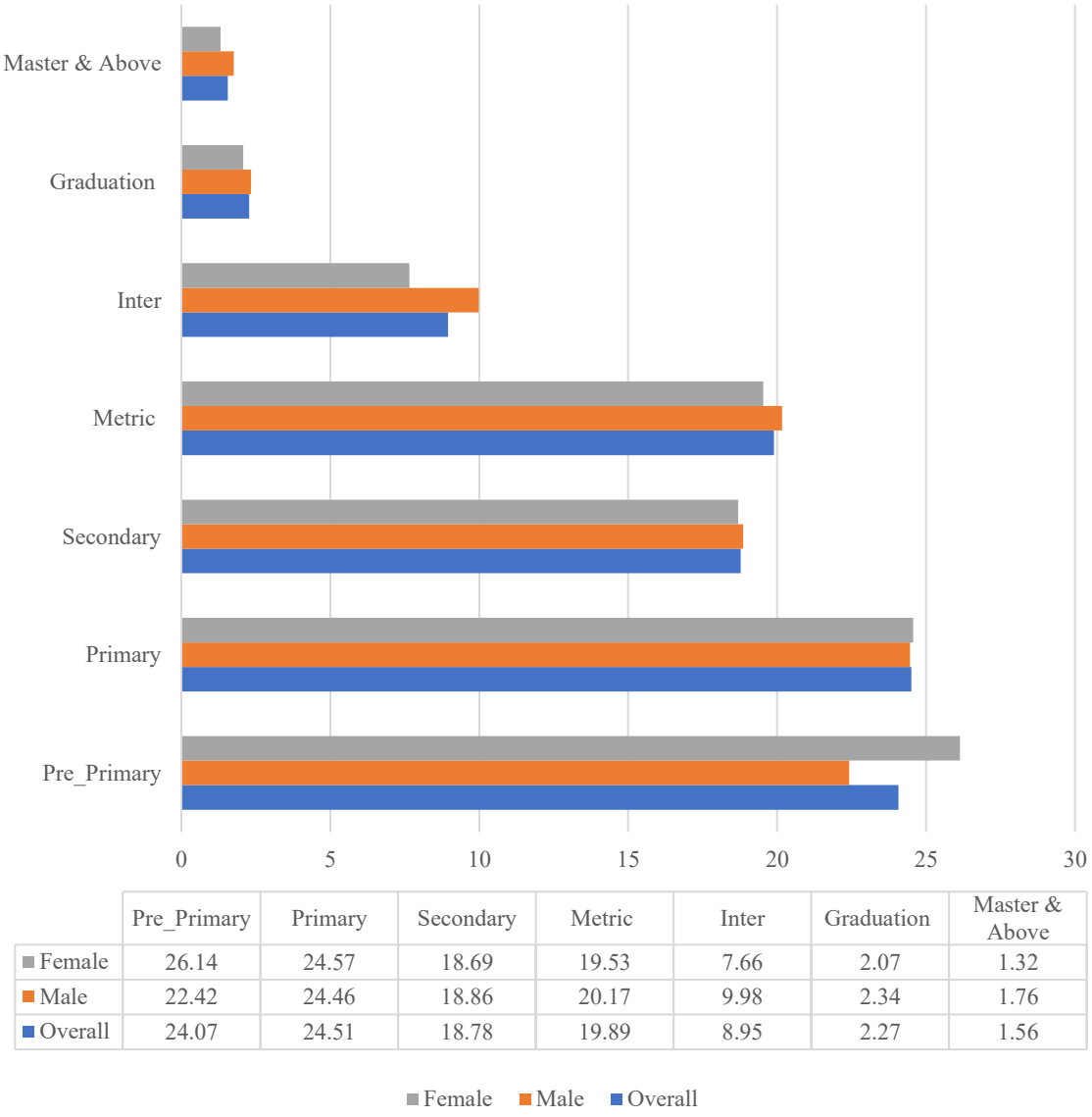
1.59 Level of Education

More than one-third of the surveyed population aged five and above has never attended school. This proportion is reversed in urban areas, where half of the surveyed population attended school; the same applies to the male population. The greater inequality appears to be between genders rather than between geographical areas.

Table 0.5 Percentage Distribution of Never Attended School by Gender & Area

District	Overall	Urban	Rural	Male	Female
Jamshoro	53.74	45.29	61.26	43.67	64.41
Korangi	23.58	23.58	36.51	21.56	25.56
Malir	35.94	35.35	--	32.10	40.08
Thatta	60.02	50.38	62.19	48.58	72.94

Figure 0.2 Percentage Distribution of Level of Education



	Pre_Primary	Primary	Secondary	Metric	Inter	Graduation	Master & Above
Female	26.14	24.57	18.69	19.53	7.66	2.07	1.32
Male	22.42	24.46	18.86	20.17	9.98	2.34	1.76
Overall	24.07	24.51	18.78	19.89	8.95	2.27	1.56

1.60 Vocational Training

Vocational training is an important source of skills that improve employability, and the level of vocational training has an impact on the labour market. A question on vocational training was administered to people aged 5 and above. Overall, 6.78% of the surveyed population has either received or is receiving vocational training. This is comparatively low against the national figure, which according to Pakistan Labour Force Survey 2025 is 11%, however the report does not discuss the provincial results. The survey also observed that vocational training is more common among males and in urban areas of the study area. In addition, people had acquired training before the start of any job.

Table 0.6 Vocational Training

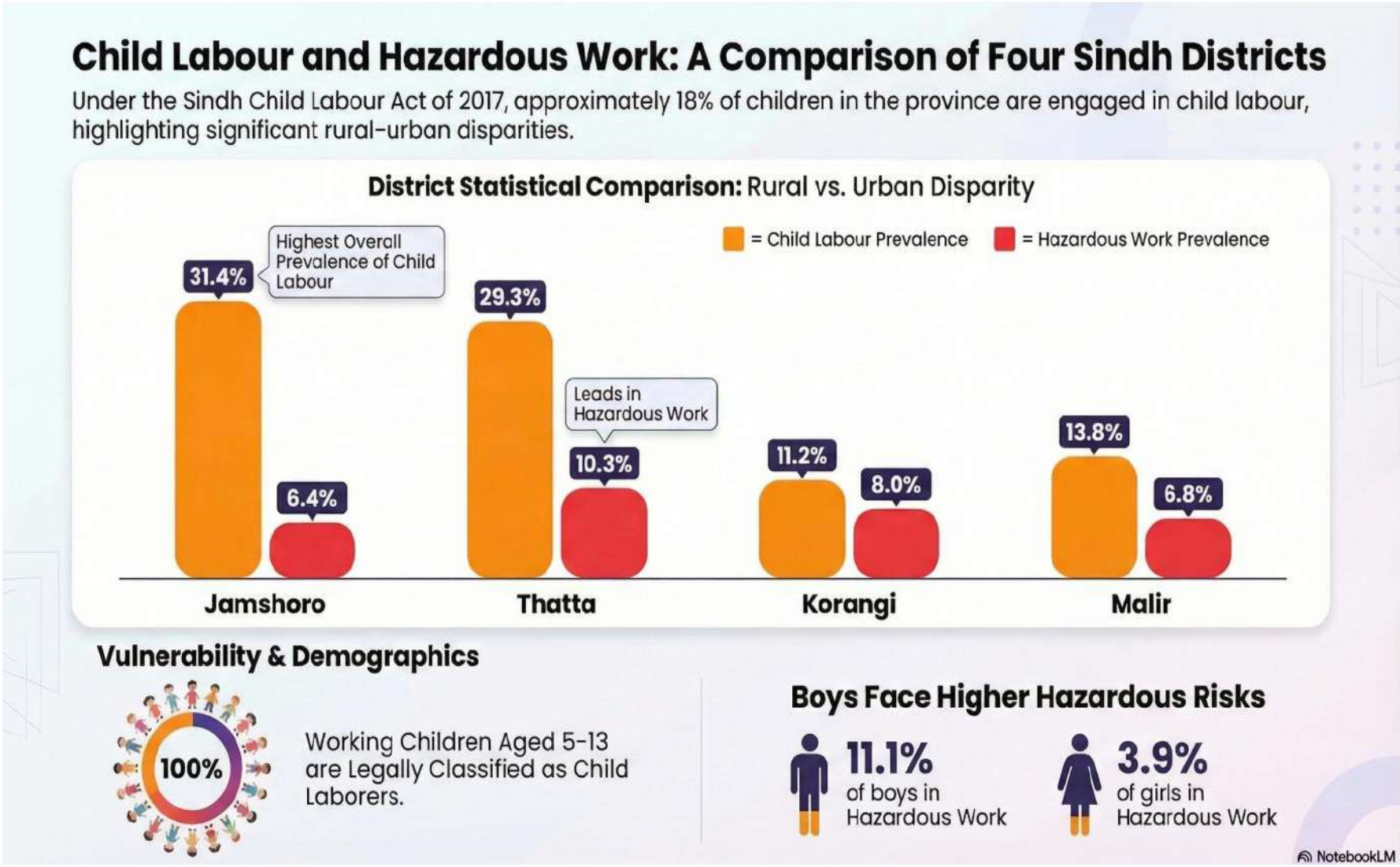
District	During Job	Before Job	Currently Receiving
Jamshoro	1.76	1.97	0.7
Korangi	1.905	5.28	2.16
Malir	0.51	4.16	1.08
Thatta	0.23	2.35	1.48

1.61 Provider of Vocational Training

The table below shows the distribution of institutes in which persons are either receiving vocational training or have graduated. A higher proportion of people preferred private institutes, followed by informal apprenticeships.

Table 0.7 Provider of Vocational Training

District	Govt: Institute	Private Institute	Informal Apprentice
Overall	19.47	57.46	23.07
Jamshoro	8.70	42.82	48.48
Korangi	18.23	69.59	12.19
Malir	26.19	34.99	38.82
Thatta	19.38	61.43	19.20


Child Labour and Hazardous Work: A Comparison of Four Sindh Districts
Under the Sindh Child Labour Act of 2017, approximately 18% of children in the province are engaged in child labour, highlighting significant rural-urban disparities.
District Statistical Comparison: Rural vs. Urban Disparity
= Child Labour Prevalence
= Hazardous Work Prevalence
Highest Overall Prevalence of Child Labour
31.4%
6.4%
29.3%
Leads in Hazardous Work
10.3%
11.2%
8.0%
13.8%
6.8%
Jamshoro
Thatta
Korangi
Malir
Vulnerability & Demographics
100%
Working Children Aged 5-13 are Legally Classified as Child Laborers.
Boys Face Higher Hazardous Risks
11.1%
of boys in Hazardous Work
3.9%
of girls in Hazardous Work
NotebookLM

Child Labour

Under ILO Convention No. 182 (1999), a child is defined as any person under 18 years of age. The International Conference of Labour Statisticians (ICLS) provides international standards for measuring child labour, with the 18th, 19th, and 20th ICLS resolutions aligning definitions with the United Nations System of National Accounts (SNA) and updated labour statistics standards.

In this report, economic activity follows the 20th ICLS definition, where working children aged 5–17 are those engaged in any SNA-based production activity for at least one hour during the reference week. Household chores are excluded, as they fall outside the SNA production boundary. Child labour is defined as a subset of working children, along with children involved in the worst forms of child labour not included among working children. However, this report covers only hazardous work and excludes other worst forms of child labour.

1.62 Child Labour in the International Framework

Child labour, as defined by the 18th ICLS, is a specific subset of working children that includes those engaged in the worst forms of child labour or children below the minimum legal working age. It excludes children who do permissible light work and those above the minimum age whose work is not hazardous or harmful. This distinction exists because not all work negatively affects children's well-being or schooling, so child labour focuses only on work that is detrimental to a child's physical, mental, social, or moral development.

Table 0.1 International Definition of Child Labour - 18th ICLS

Age group	Light work in SNA Production	Regular work in SNA Production	Hazardous work in SNA production	WFCL other than hazardous work
Children aged 5–11 years	Below the minimum age for light work	Below the general minimum working age	Work in industries and occupations designated as hazardous, or work for long hours and/or at night in industries and occupations not designated as hazardous	Children trafficked for work; forced and bonded child labour; commercial sexual exploitation of children; use of children for illicit activities and armed conflict
Children aged 12–13 years				
Children aged 14–17 years				

1.63 Sindh Prohibition of Employment of Children Act, 2017

In the regional context, the Government of Sindh has enacted key laws to regulate and prohibit child labour, reflecting its provincial autonomy. The main law, the Sindh Prohibition of Employment of Children Act, 2017, establishes standards and age limits to define and prohibit child labour, forming the basis for statistical measurement in the province.

Additional supporting laws regulate working conditions. The Sindh Factories Act, 2015 prohibits employment of children under 14 in factories and allows adolescents to work only with a fitness certificate and during restricted hours (7 a.m. to 7 p.m.). The Sindh Shops and Commercial Establishment Act, 2015 prohibits employment of children in any commercial establishment. The Sindh Bonded Labour System (Abolition) Act, 2015 abolishes bonded labour and frees all bonded laborers from such obligations. Together, these laws provide the legal framework to prohibit child labour and regulate adolescent work in Sindh.

The Act prohibits the employment of children and regulates the employment of adolescents in Sindh. As per the Sindh Child Act, 2017, the law strictly prohibits the employment of children below 14 years of age in any establishment. Adolescents aged 14 to 17 years may be employed only in non-hazardous work, with specific protections to safeguard their health and development. Their working hours are limited to a maximum of seven hours per day, including waiting time, and they must be provided with at least one full day of rest each week. Adolescents are also entitled to a minimum one-hour rest interval after three consecutive hours of work. In addition, night work is prohibited for adolescents between 7:00 p.m. and 8:00 a.m. These provisions aim to protect children and adolescents from exploitation and ensure their well-being, safety, and continued participation in education.

The Sindh Prohibition of Employment of Children Act 2017 also provides a list of 38 hazardous occupations and industries. The complete list of hazardous industries and occupations is in the Annex. Each of the items is translated into a code for occupation and/or industry according to the PSCO and PSIC, respectively, and categorized as hazardous. Under Sindh law, certain employment restrictions such as limits on working hours, night work, and weekly holidays do not apply to adolescents working with their families (parents or siblings) or in educational settings for skill learning (Section 9(3), Part III). As a result, adolescents working with their families, even for long hours or without rest days, are not classified as child labour. However, adolescents engaged in hazardous work, regardless of family involvement, are still classified as child labour.

1.63.1 Working children, child labour and hazardous work

Working Children: The quantitative measure of working children comprises those children who declare that they worked during the reference period in the production of economic goods and services as defined

by the UN SNA. This definition encompasses those included in the economic activity definition above, except for the unemployed. Boys and girls may be considered working if they participated in any work, including domestic work, for someone who is not a member of their own household, or performed any family work, i.e., on a family farm or business. In the case of children, the above definition excludes those who are without work but seeking work, as well as those carrying out household chores. However, in this report the participation of children in household chores is analyzed separately.

Child Labour: Children engaged in child labour are a distinct subset of working children. A child is classified as being in child labour if, during the reference week, they met any of the following criteria:
(i) exceeded the legally permitted working hours for their age group, (ii) worked night shifts, (iii) were employed in a hazardous industry or occupation, (iv) worked under dangerous conditions. Recall that when adolescents aged 14–17 are working with their immediate family, this is not classified under child labour as per Sindh Prohibition of Employment of Children Act, 2017.

Hazardous work: Hazardous work represents any activity or occupation that, by its nature or type, has or leads to adverse effects on the child's safety, health and moral development. In general, hazardous work may include night work and long hours of work, work underground, under water, at dangerous heights or in confined spaces, work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads, and work in an unhealthy environment, which may, for example, expose children to hazardous substances, agents or processes, or to temperatures, noise levels, or vibrations damaging their health. Hazardous work by children is often treated as a proxy for the Worst Forms of Child Labour. This is for two reasons. First, reliable national data on the worst forms other than hazardous work, such as commercial sexual exploitation and children engaged in conflict, are still difficult to come by. Second, children in hazardous work account for the overwhelming majority of those in the worst forms of child labour.

Worst Forms of Child Labour: A child under 18 who participates in activities that are "hazardous by nature or circumstance" for 1 or more hours per week (ILO Convention 138 Article 3 Paragraph 1, Convention 182 Worst Forms of Child Labour); a child under 18 who participates in an "unconditional worst form of child labour" defined in ILO Convention 182 Article 3 as: all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict; the use, procuring or offering of a child for prostitution, to produce pornography or for pornographic performances; the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties; and work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

The definition of child labour employed in this report follows the 20th ICLS as a general frame and encompasses within it the Sindh Prohibition of Employment of Children Act, 2017.

In Sindh, a child under 14 is considered economically active if they work one or more hours per week, with no allowance for light work for ages 12–13. Adolescents are not classified as child labourers for long hours, night work, or no weekly holiday if they work with family support or in government-recognized skill-based programs. The Sindh Prohibition of Employment of Children Act, 2017 also defines 38 types of hazardous work, including carpet weaving and exposure to cement dust.

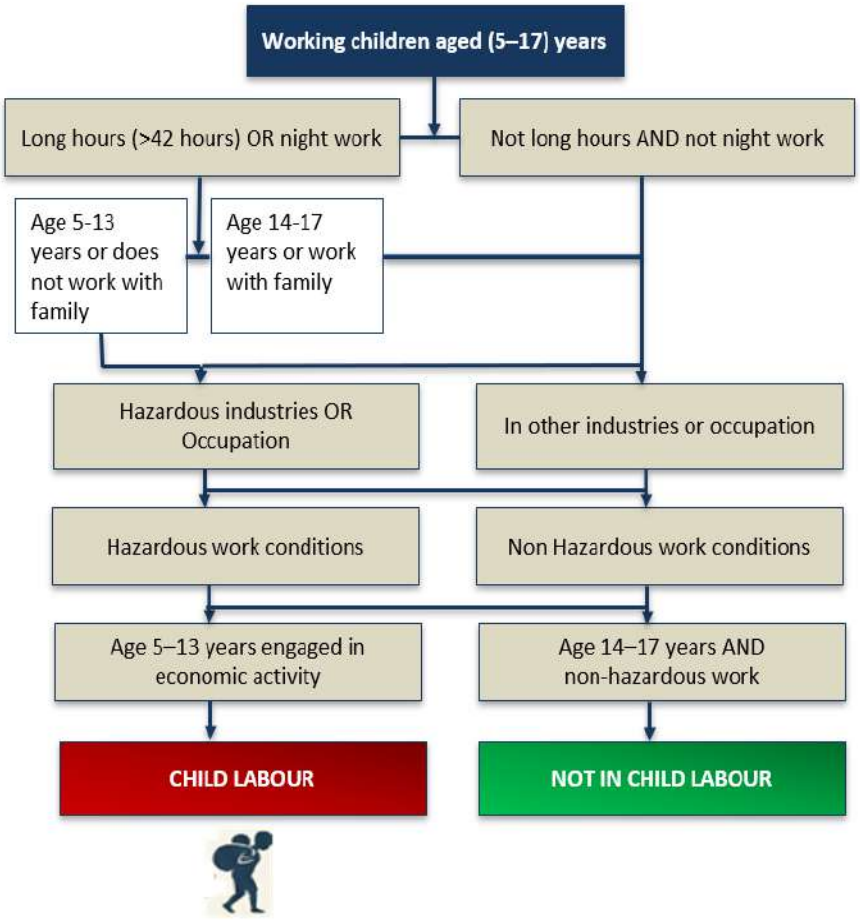
1.63.2 Statistical definition of child labour for Sindh

The legal provisions mentioned above delimit the group of child workers that are considered as children in child labour. The table below sets out the age-specific thresholds for the duration of working time and the child labour conditions that apply to all children aged 5–17.

Table 0.2 Statistical Definition of Child Labour – Sindh Prohibition of Employment of Children Act, 2017

Age group	Age specific conditions	Conditions that apply to all children
Children aged 5–13 years	No employment permitted in economic activity (no hours permitted)	Night work and long hours (exceptions for adolescents working with family) Hazardous industry Hazardous occupation Hazardous condition
Children aged 14–17 years	Limit of working hours: No more than 42. Exceptions are made for hour limits for adolescents if the work is carried out with the support of their family.	

Figure 0.1 Measurement Framework for Child Labour



The above statistical definition for Sindh provides a visual representation of the definition of child labour, where adolescents working long hours or nights with family are not necessarily classified as child labour, unless another feature of their work leads to their categorization under child labour.

1.63.3 Limitations and Methodological Challenges in Measuring Own-Use Production Work in Child Labour Estimates

According to international statistical standards adopted by the International Conference of Labour Statisticians (ICLS) and endorsed by the International Labour Organization (ILO), the measurement of child labour is guided primarily by the 18th ICLS Resolution concerning statistics of child labour (2008) and further aligned with the 19th ICLS Resolution concerning statistics of work, employment and labour underutilization (2013). Under these standards, own-use production of goods such as gathering wild food, hunting, fishing, agriculture, construction of household assets, fetching water, and collecting firewood is recognized as a form of work because it falls within the System of National Accounts (SNA) general production boundary. Such activities are classified as economic activity and may be considered child labour

when performed by children and meeting the age-specific and hazardous criteria defined in the child labour framework. In contrast, unpaid household services such as cooking, cleaning, and caring for siblings fall outside the SNA production boundary and are not treated as economic activity for the purpose of measuring employment; however, under the child labour framework, excessive household chores may still be considered child labour if they are hazardous or performed for long hours beyond established thresholds.

Owing to data limitations, own-use production work is not categorized by employment status. Since the Sindh Children Act, 2017 exempts children aged 14–17 from limits on long hours and night work if they are working with an immediate family member, we have categorized own-use production work as contributing family work or unpaid family work, as per standard cultural practices in Sindh or in pilot districts.

In Table 11.3, the first row of estimates shows the prevalence of child labour is calculated in accordance with the locally customized definition outlined in Table 11.2, based on the Sindh Child Labour Act, 2017. A second alternative estimate is also presented, in which two specific own-use production activities—fetching water from public or natural sources and collecting firewood for use as fuel—are excluded. These activities were reported at substantially higher rates in Thatta and Jamshoro, nearly double those of other employment-related activities, and are therefore excluded in the alternative estimate to provide additional analytical context and sensitivity analysis. However, in line with international statistical standards and to maintain comparability and consistency with the Sindh legal framework, the primary analysis adopts a comprehensive approach that includes all employment and production-related activities falling within the System of National Accounts (SNA) production boundary. Accordingly, the measurement and analysis of child labour presented in this report are based on the definition provided in Table 11.2.

Table 0.3 Prevalence of Child Labour

AS per Definition mentioned in Table 11.2 under Sindh Child Labour Act, 2017							
	Children in Child Labour			**Per cent**			
Characteristics	per cent of total children	Number	Total number of children	Jamshoro	Thatta	Korangi	Malir
Total	18.0	442762	2454828	31.43	29.3	11.2	13.9
Excluded two production related work fetch water from public or natural sources and collection of firewood							
Total	10.5	258563	2455296	11.8	14.3	10.3	8.2

1.64 Incidence and Characteristics of Child Labour

Table 11.4 below shows that, out of 2,454,828 children aged 5–17 years, about 615,413 were engaged in economic activity, representing 25.1 percent of all children. Among these, 442,762 children were in child labour, accounting for 18.0 percent of all children and 71.9 percent of working children. This indicates that a large majority of working children are involved in child labour.

Child labour is more common among younger children aged 5–13 years, where all 303,422 working children fall under child labour due to legal restrictions on employment in this age group. Among adolescents aged 14–17 years, 139,340 children were in child labour, representing 21.1 percent of all children and 44.7 percent of working adolescents, showing that some adolescents are engaged in permissible work while others remain in prohibited or hazardous conditions.

Table 0.4 Number and per cent of all working children 5-17 years old who are in child labour by sex, age group, education of household head and area of residence

Characteristics	Number	per cent of total children	per cent of child workers	Total number of children	Total working children
Both sexes					
Total	442762	18	71.9	2454828	615413
5-13	303422	16.9	100	1792790	303422
14-17	139340	21.1	44.7	662038	311991
Boys					
5-13	181532	19.3	100	942248	181532
14-17	99951	28.6	53.3	348971	187412
Girls					
5-13	121890	14.3	100	849965	121890
14-17	39010	12.5	31.4	312688	124199
Education head of household					
No Formal/ Pre School	277225	23.8	73.1	1165056	379109
Primary but below middle	57433	15.1	71.7	380635	80096
Middle but below matric	37272	12.6	66.8	296775	55793
Matric but below intermediate	39298	9.6	66.1	407972	59479
Higher	31534	15.6	77	201819	40935
Residence					
Rural	242921	26.4	72.1	921282	336726

Urban	199840	13	71.7	1533546	278685

Table 11.4 further shows that boys have a higher incidence of child labour compared to girls. Among adolescents aged 14–17 years, 28.6 percent of boys were in child labour compared to 12.5 percent of girls. Similarly, a greater proportion of working adolescent boys (53.3 percent) were engaged in child labour compared to girls (31.4 percent), indicating higher exposure of boys to hazardous or prohibited work.

The incidence of child labour is higher among children from households where the head has lower education. Children whose household head has no formal education show the highest child labour rate at 23.8 percent, while the lowest rate is observed among children whose household head has matric but below intermediate education (9.6 percent). This suggests that higher education of the household head reduces the likelihood of child labour.

Child labour is also more prevalent in rural areas than urban areas. In rural areas, 26.4 percent of children were in child labour compared to 13.0 percent in urban areas. However, the proportion of working children engaged in child labour is similar in both rural (72.1 percent) and urban areas (71.7 percent). These findings show that child labour is more concentrated in rural areas and among socio-economically disadvantaged households.

Table 0.5 Number and per cent of all working children 5-17 years old who are in child labour by sex, age group by district

Characteristics	Number	Per cent of total children	Per cent of working children	Total children	Total working children
Total 5-17	**442762**	**18.0**	**71.9**	**2454828**	**615412**
Jamshoro	117921	31.4	71.2	375223	165581
Thatta	116844	29.3	79.3	398777	147265
Korangi	104879	11.2	72.5	936099	144715
Malir	103118	13.8	65.3	744729	157852

Table 11.5 presents the number and percentage of children aged 5–17 years engaged in child labour by district. Overall, 442,762 children were in child labour, representing 18.0 percent of all children and 71.9 percent of working children. This indicates that nearly three out of four working children are engaged in child labour.

The incidence of child labour varies considerably across districts. Jamshoro shows the highest proportion, with 31.4 percent of all children engaged in child labour, accounting for 117,921 children. Among working children in Jamshoro, 71.2 percent are in child labour. Similarly, Thatta also records a high prevalence, with 116,844 children in child labour, representing 29.3 percent of all children and the highest share among

working children at 79.3 percent. In contrast, lower rates are observed in more urban districts. In Korangi, 104,879 children are engaged in child labour, representing 11.2 percent of all children and 72.5 percent of working children. Malir reports 103,118 children in child labour, accounting for 13.8 percent of all children and 65.3 percent of working children, which is the lowest proportion among the districts.

These findings highlight substantial geographic disparities, with higher child labour prevalence in relatively rural districts such as Jamshoro and Thatta, and comparatively lower prevalence in more urbanized districts such as Korangi and Malir.

Figure 0.2 Working Children, Child Labour and Hazardous Work by Age Category

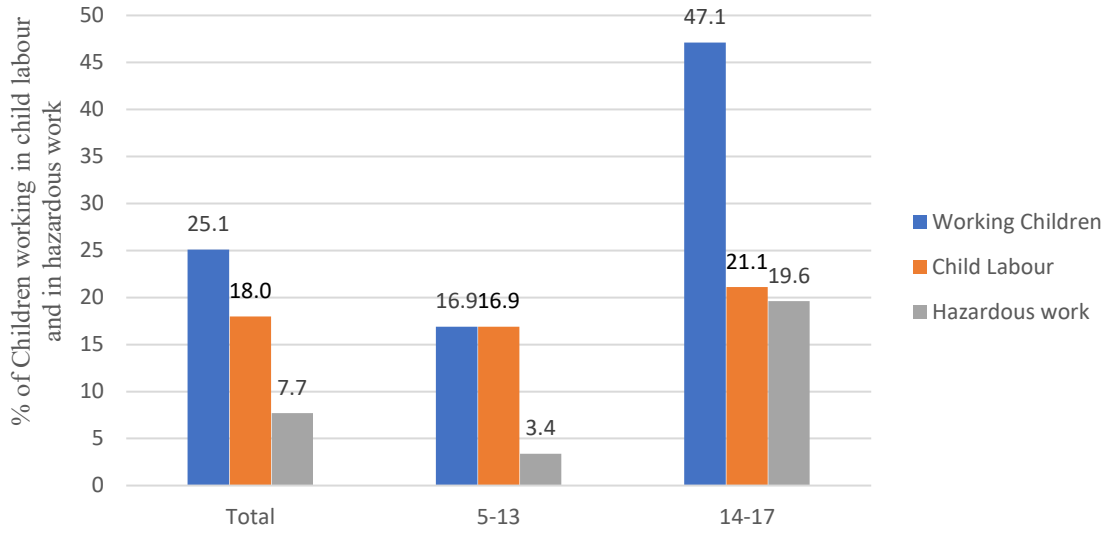
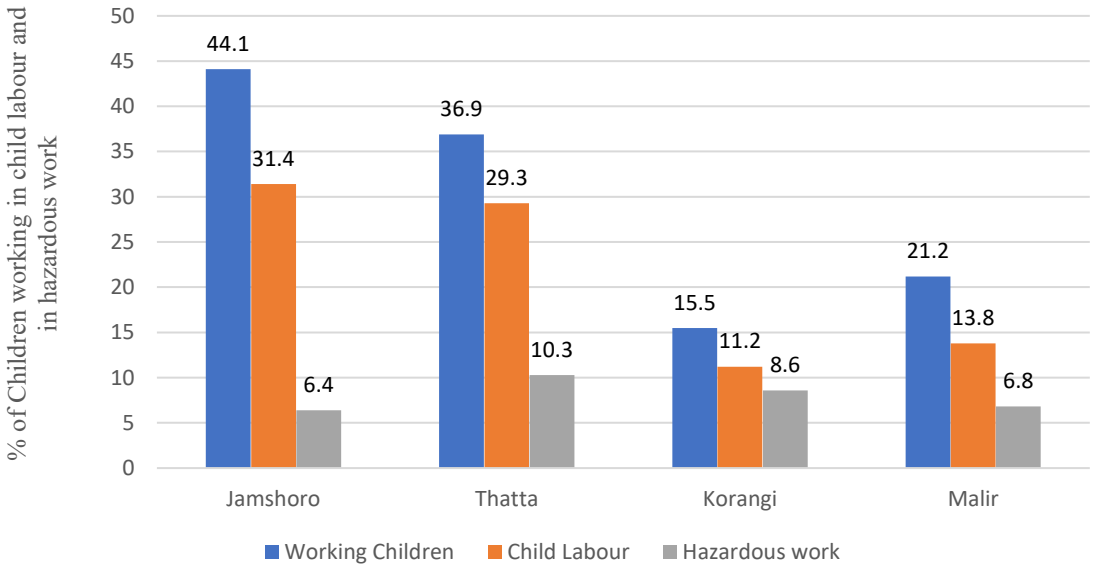


Figure 0.3 Pilot Districts: Working Children, Child Labour and Hazardous Work



Figures 11.2 and 11.3 show that child labour is more prevalent among children aged 14–17 years compared to younger age groups. District-level analysis indicates substantially higher prevalence in rural districts, with Jamshoro (31.4%) and Thatta (29.3%) reporting significantly greater rates than the Karachi division districts of Malir (13.8%) and Korangi (11.2%). Activities such as fetching water and collecting firewood are more frequent in Thatta and Jamshoro, contributing to higher child labour incidence. In terms of hazardous work, Thatta (10.3%) and Korangi (8.6%) report the highest prevalence, while the overall hazardous work rate across the surveyed districts is 7.7%.

1.65 Incidence of Hazardous Work

Table 11.6 shows that 189,934 children aged 5–17 in Sindh are engaged in hazardous work, representing 7.7 percent of all children in the age group. Boys are more affected (11.1 percent) than girls (3.9 percent). District-level differences are notable, with Thatta having the highest incidence (10.3 percent), followed by Korangi (8.0 percent), Malir (6.8 percent), and Jamshoro (6.4 percent).

Hazardous work is much higher among adolescents aged 14–17 years (19.6 percent) compared to younger children aged 5–13 years (3.4 percent). Rural and urban areas show similar proportions (7.8 percent vs 7.6 percent), though in absolute numbers more urban children are affected. These patterns indicate that boys, older children, and children in certain districts face higher risks of hazardous work.

Table 0.6 Number and per cent of 5-17-year-olds in child labour who reported working in hazardous conditions by division and district

Characteristic	Number	Per cent of boys in hazardous	Number	Per cent of girls in hazardous	Number	Per cent of children in hazardous	Total number of children
	Boys		Girls		Both sexes		
Total	**143981**	**11.1**	**45574**	**3.9**	**189934**	**7.7**	**2454828**
Jamshoro	18494	9.4	4943	2.8	23816	6.4	375223
Thatta	28777	13.2	12405	6.8	41183	10.3	398777
Korangi	55332	11.5	19287	4.3	74619	8.0	936099
Malir	41378	10.5	8939	2.5	50317	6.8	744729
Age Group							
5-13	51800	5.5	8272	1.0	60073	3.4	1792790
14-17	92181	26.4	37301	11.9	129862	19.6	662038
Region							
Rural	54501	11.2	17506	4	72007	7.8	921282

Urban	89481	11.1	28067	3.8	117927	7.6	1533546

1.66 Incidence of Child Labour by Employment Status

Table 11.7 shows that the majority of children in child labour are contributing family workers (61.2 percent), followed by employees (30.2 percent), own-account workers (4.7 percent), and paid apprentices/internees (3.9 percent). Younger children (5–13 years) are mostly contributing family workers (81 percent), while adolescents (14–17 years) are primarily employees (64.7 percent), with higher shares in own-account work and apprenticeships.

Boys are mainly employees (36 percent) and contributing family workers (53.4 percent), whereas girls are predominantly contributing family workers (75 percent), with very low participation in apprenticeships (0.9 percent). Rural children are concentrated in family work (77.8 percent), while urban children are more often employees (48.5 percent) and apprentices (7.7 percent).

Table 0.7 Per cent of children in child labour by status of employment, sex, age group, Region and Pilot districts

Characteristic	Contributing family worker	Employee	Own account worker	Paid Apprentice/ Internee	Total number of children in child labour
Total	**61.2**	**30.2**	**4.7**	**3.9**	**442761**
5-13	81	14.3	2.6	2.1	303422
14-17	18.1	64.7	9.3	7.8	139340
Boys					
Total	53.4	36	4.9	5.6	281483
5-13	74.3	20.4	1.8	3.6	181532
14-17	15.4	64.4	10.6	9.3	99951
Girls					
Total	75	19.8	4.3	0.9	160900
5-13	91	5.2	3.8	0	121890
14-17	25	65.2	6	3.9	39010
Region					
Rural	77.8	15.1	6.3	0.8	242921
Urban	41	48.5	2.8	7.7	199840
Pilot Districts					
Jamshoro	82.8	11.6	5.6	0	117921
Thatta	75.7	15.7	6.8	1.6	116844
Korangi	30	56.8	1.1	13.1	104879

Malir	52.8	40.6	5	1.6	103118

District-level patterns show high family work in Jamshoro (82.8 percent) and Thatta (75.7 percent), while Korangi has the largest share of employees (56.8 percent) and apprentices (13.1 percent). Malir shows a mixed pattern with both family work (52.8 percent) and employment (40.6 percent). The results highlight clear differences by age, sex, and locality, consistent with ILO reporting standards.

Table 0.8 Per cent of children in child labour by industry, sex, age group, education of household head and area of residence

Characteristic	Wholesale and retail trade	Manufa-cturing	Agriculture, forestry and fishing	Accomm-odation and food service activities	Activities of Household as -	Constru-ction	Other service activities	Other indus-tries	Total number of children in child labour
Both Sexes	**28.2**	**19.8**	**17.6**	**11.5**	**7.1**	**4.9**	**4.8**	**6.2**	**227744**
5-13	36.6	11.7	17	17.3	7.1	0.9	4.6	4.9	88405
14-17	22.9	25	18	7.8	7.1	7.4	5	7	139340
Boys									
Total	36	12.4	17.7	15.3	1.1	6.1	4.7	6.8	168284
5-13	42.4	5.7	18.9	21.8	0	1.1	3.8	6.3	68333
14-17	31.7	17	16.8	10.9	1.8	9.5	5.3	7.1	99951
Girls									
Total	6.1	41	17.6	0.8	24.1	0.8	5.3	4.5	59082
5-13	16.9	32.2	10.3	2.3	31	0	7.3	0	20072
14-17	0.5	45.6	21.3	0	20.5	1.2	4.2	6.8	39010
Region									
Rural	19.9	9	45.3	7.1	5.8	2.3	3.3	**7.3**	86688
Urban	33.3	26.4	0.6	14.2	7.8	6.4	5.7	5.5	141057
Pilot Districts									
Jamshoro	10	19	35.6	8.4	4.3	16.6	0	6.1	28759
Thatta	23.3	10	51.7	4.3	0	4.1	2.6	4	50447
Korangi	36.9	34	0	10.5	3.7	3.8	8	3.1	88869
Malir	28.3	7.3	6.3	20.6	19.3	1.5	4.3	12.5	59670

Note: Own-use production work cannot be classified by industry, so only observations related to employment are considered.

Table 11.8 shows that children in child labour are mainly engaged in wholesale and retail trade (28.2 percent), followed by manufacturing (19.8 percent) and agriculture, forestry and fishing (17.6 percent). Accommodation and food service activities account for 11.5 percent, while smaller proportions are found in household-based activities and construction. Sectoral distribution varies by age, with younger children (5–13 years) more concentrated in wholesale and retail trade (36.6 percent), while older children (14–17 years) are more engaged in manufacturing (25.0 percent), agriculture (18.0 percent), and construction (7.4 percent). Gender differences are evident, as boys are primarily employed in wholesale and retail trade (36.0 percent), whereas girls are concentrated in manufacturing (41.0 percent) and household-based activities (24.1 percent). Rural–urban differences are significant. In rural areas, agriculture is the dominant sector (45.3 percent), while in urban areas, wholesale and retail trade (33.3 percent) and manufacturing (26.4 percent) are the main sectors. District-level patterns reflect similar trends, with agriculture dominating in Jamshoro and Thatta, and trade and manufacturing more common in Korangi and Malir.

Table 0.9 Per cent of children 5-17 years old in child labour by occupation, sex, age group, Region and Pilot districts

Characteristic	Service and sales workers	Skilled agricultural, forestry and fishery	Craft and related trades workers	Plant and machine operators	Elementary occupations	Other occupations	Total number of children in child labour
Both Sexes	**28.9**	**8.2**	**28.1**	**3.9**	**28.6**	**2.3**	**227744**
5-13	35.7	5.9	25.5	1.7	29.2	1.9	88405
14-17	24.5	9.7	29.7	5.2	28.3	2.6	139340
Boys							
Total	29.7	9.3	23	5.2	32.3	0.6	168284
5-13	34.2	7	22.8	2.2	33.8	0	68333
14-17	26.6	10.9	23.1	7.3	31.2	1	99951
Girls							
Total	26.8	5.3	42.7		17.7	7.4	59082
5-13	40.9	2.1	34.8		13.5	8.7	20072
14-17	19.6	7	46.8		20	6.8	39010
Region							
Rural	17.8	20.9	15.3	3.1	41.6	1.2	86688
Urban	35.7	0.5	35.9	4.3	20.6	3	141057
Pilot Districts							
Jamshoro	16.4	25.5	16.7	0	37.9	3.6	28759
Thatta	20	17.5	16.1	0.9	44.7	0.8	50447

Korangi	26.6	0	46.7	6.9	16.8	3	88869
Malir	45.7	4.3	16	3.7	28.2	2.1	59670

Note: Own-use production work cannot be classified by occupation, so only observations related to employment are considered.

Table 11.9 shows that children in child labour are mainly employed as service and sales workers (28.9 percent), in elementary occupations (28.6 percent), and in craft and related trades (28.1 percent). Younger children (5–13 years) are concentrated in service and sales and elementary occupations, while adolescents (14–17 years) are more engaged in craft trades, elementary occupations, and skilled agricultural work.

Boys are primarily in elementary occupations, service and sales, and skilled agricultural work, whereas girls are concentrated in craft trades, service and sales, and elementary occupations. Rural children mainly work in elementary occupations and agriculture, while urban children are employed in craft trades and service and sales. District patterns reflect local economic structures, with Jamshoro and Thatta dominated by elementary and agricultural work, Korangi by craft trades, and Malir by service and sales occupations.

Table 0.10 Per cent of children 5-17 years in child labour working at home or outside of home, by sex, age group, Region and Pilot districts

Characteristic	Total	05-13 yrs.	14-17 yrs.	Rural	Urban
Total number of children in child labour	**227744**	**88405**	**139340**	**86688**	**141057**
At his/her own dwelling	13.9	13.6	14	20.2	9.9
At family or friends dwelling	0.6	1	0.3	0	0.9
At the employer's house	4.9	5.6	4.5	0.9	7.4
On the street/ road	12.5	10.4	13.8	6.9	15.9
Agriculture/ Forestry/ Fishing	14.1	15	13.6	36.5	0.4
In a shop, business, office or industry	53.9	54.4	53.5	35.1	65.4
Other	0.1	0	0.2	0.4	0

Note: Own-use production work is not included here.

Table 11.10 shows that children in child labour primarily work in shops, businesses, offices, or industries (53.9 percent), followed by agriculture, forestry, and fishing (14.1 percent), on streets/roads (12.5 percent), and at their own dwelling (13.9 percent). Younger children (5–13 years) are slightly more in shops and agriculture, while adolescents (14–17 years) have higher street work.

Rural children are mainly employed in agriculture (36.5 percent) and shops/businesses (35.1 percent), whereas urban children predominantly work in shops, businesses, or industries (65.4 percent) and on streets (15.9 percent). The results highlight clear differences by age and residence, consistent with ILO standards.

1.67 Incidence of Child Labour and School Attendance

Table 11.11 shows that, overall, school attendance among children aged 5–17 years is significantly lower for those engaged in child labour (38.9%) compared to children not in child labour (63.2%). Attendance

declines sharply with age among children in child labour, from 48.1% for ages 5–13 to 19.1% for ages 14–17, highlighting the increasing impact of labour on education during adolescence. Girls in child labour show slightly higher attendance (41.3%) than boys (37.6%), while the reverse pattern is observed among children not in child labour. Regional disparities are evident: rural children in child labour have higher attendance (41.7%) than urban counterparts (35.6%), whereas children not in child labour in urban areas have the highest attendance (69.4%). District-level variations further reflect local socio-economic and educational conditions, with Korangi showing the highest school attendance among children not in child labour (76.8%). These findings underscore the need for targeted, age- and gender-sensitive interventions, particularly in urban areas and districts with lower attendance, to ensure children in labour can access and continue their education.

Table 0.11 Per cent of children 5-17 years old in child labour and not in Child Labour by currently attending school, by sex, age group, Region and Pilot districts

Characteristic	Attending school (per cent)	Total number of children in child labour attending school	Attending school (Per cent)	Total number of children not in child labour attending school
	Children in child labour		**Children not in child labour**	
Total	**38.9**	**172427**	**63.2**	**1271772**
5-13	48.1	145812	66.5	989771
14-17	19.1	26615	54	282002
Boys				
Total	37.6	105945	65.2	658492
5-13	47.6	86334	65.1	495455
14-17	19.6	19611	65.5	163037
Girls				
Total	41.3	66482	61.2	613281
5-13	48.8	59478	67.9	494316
14-17	17.9	7004067	43.5	118965
Region				
Rural	41.7	101309	51.1	346771
Urban	35.6	71118	69.4	925001
Pilot Districts				
Jamshoro	43.9	51738	47.1	121137
Thatta	36.7	42861	46.7	131736
Korangi	35.8	37542	76.8	638620

Malir	39.1	40280	59.3	380279

1.68 Household Chores and Child Development

Household chores, or unpaid household services, encompass tasks such as cooking, cleaning, shopping, and childcare performed for household members without remuneration. When undertaken under reasonable conditions and supervision, these activities are a normal aspect of family life and contribute to children's development. Excessive engagement in such tasks, however, may interfere with education, leisure, or overall well-being, and can resemble child labour in its impact.

Unlike domestic work carried out for a third party, household chores are not classified as economic activity and are therefore excluded from the definition of work used in this report. While chores are not included in the present analysis of child labour, they can foster important skills, including self-competence, social skills, and self-efficacy (Riggio, Valenzuela, & Weiser, 2010). In addition, engagement in household tasks may indirectly benefit children by allowing adults more time for income-generating activities, thereby improving household welfare.

In developing country contexts, household chores may entail economic or developmental costs. Caring for younger siblings, for example, can reduce older children's educational opportunities while also limiting the cognitive and verbal development of younger children (Ennew, 1982). Certain tasks may also pose physical risks, such as prolonged working hours, exposure to hazardous substances, or lifting heavy loads.

International frameworks, including the UN Convention on the Rights of the Child (UNCRC) and ILO Convention No. 182, emphasize the protection of children from work that is harmful to their health, safety, or development. Recommendation No. 201 further underscores the need to eliminate hazardous domestic work and to monitor the conditions under which children perform such tasks, although it primarily addresses work in households other than one's own.

This section examines the distribution and burden of household chores across gender and age, highlighting potential trade-offs between these responsibilities, educational engagement, and leisure time.

Figure 0.4 Engagement in household chores by sex and age group

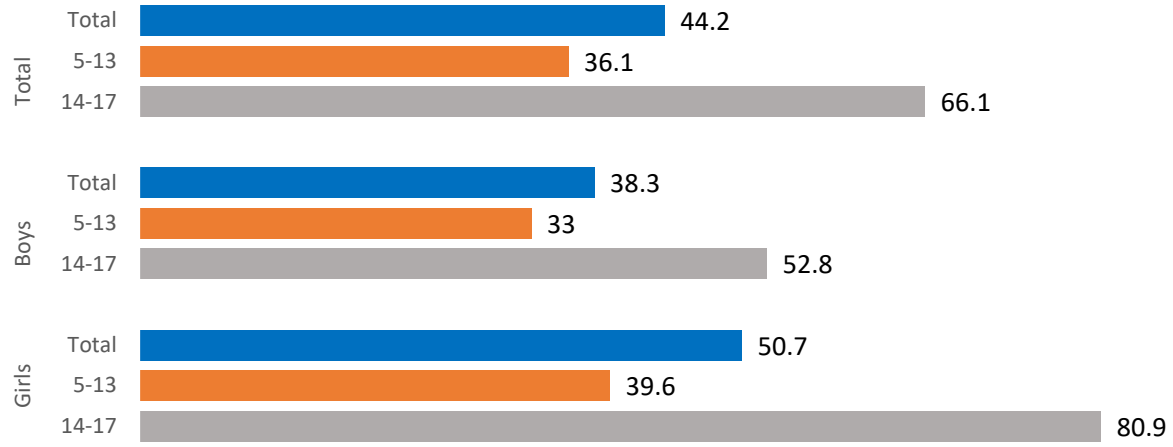
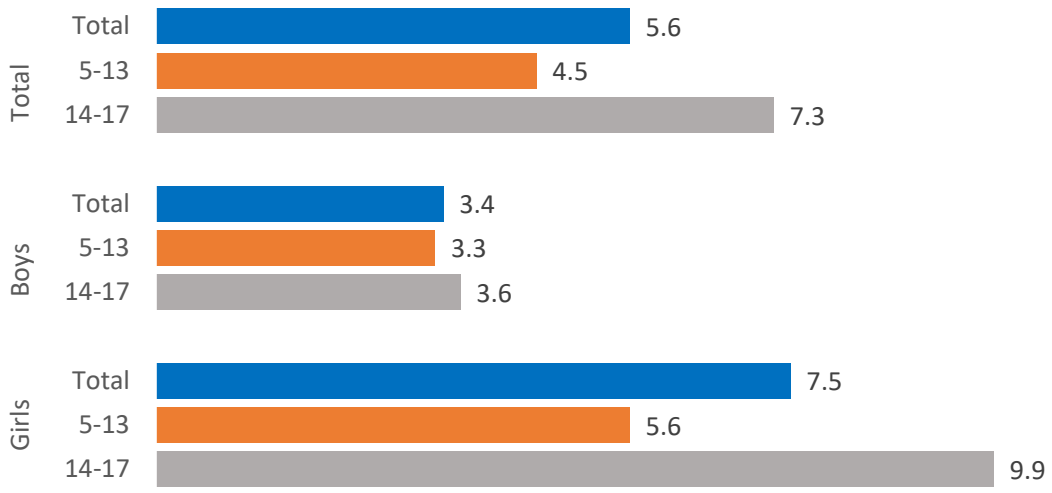


Figure 11.4 shows that 44.2 per cent of children are engaged in household chores (HC), with participation increasing markedly with age. Children aged 14–17 years record a substantially higher incidence (66.1 per cent) compared to those aged 5–13 years (36.1 per cent), indicating that older children are more likely to assume domestic responsibilities. Overall, 50.7 per cent of girls are involved in household chores compared to 38.3 per cent of boys. In the 14–17 age group, 80.9 per cent of girls are engaged in household chores compared to 52.8 per cent of boys, with older adolescent girls bearing a disproportionate share of household responsibilities, consistent with patterns observed in labour and time-use statistics.

Figure 0.5 Average number of hours per week spent in household chores by age group and sex

Figure 11.5 indicates that children spend an average of 5.6 hours in household chores, with a clear variation by age and sex. Older children aged 14–17 years devote substantially more time (7.3 hours) compared to those aged 5–13 years (4.5 hours), suggesting an increasing domestic workload with age. Girls spend an average of 7.5 hours in household chores, more than double the time spent by boys (3.4 hours). The gap widens further among older children, where girls aged 14–17 perform 9.9 hours of household chores compared to 3.6 hours for boys of the same age group. These findings highlight a significant and persistent gender-based division of unpaid domestic work, with older girls bearing a disproportionate burden, which may have implications for their education, well-being, and exposure to excessive household responsibilities in line with international statistical measurement frameworks.


Total
Total
5-13
14-17
5.6
4.5
7.3
Boys
Total
5-13
14-17
3.4
3.3
3.6
Girls
Total
5-13
14-17
7.5
5.6
9.9

Mapping Adult Forced Labour: District-Wise Prevalence in Sindh

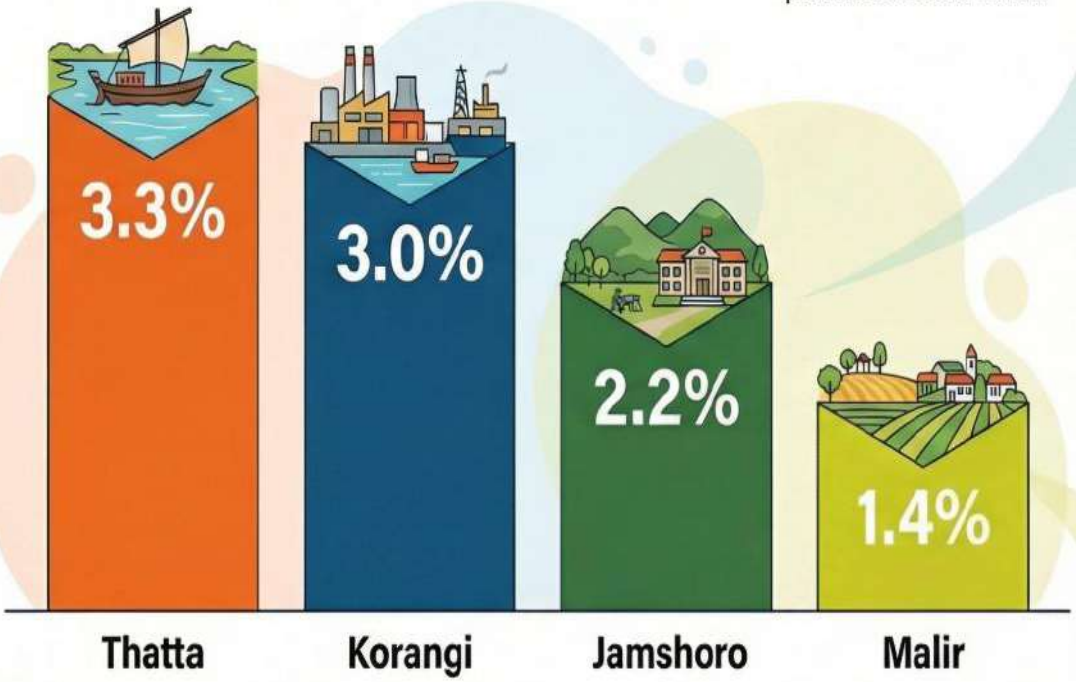
COMPARISON_CONTRAST: Visualizing and comparing the percentage of adults in forced labour across the districts of Thatta, Korangi, Jamshoro, and Malir.

Highest Prevalence in Thatta and Korangi

These two districts lead in forced labour rates, both reaching 3.0% or higher.

Lowest Prevalence in Malir

Malir shows significantly lower rates, roughly half the prevalence prevalence seen in Thatta.



Context Summary: While 2.4% of the total adult population in the study area is estimated to be in forced labour, there are notable geographic variations. This comparison highlights the specific prevalence rates across four key pilot districts to identify areas of highest vulnerability.

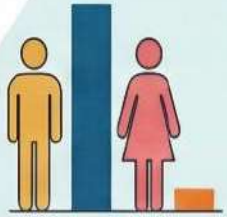
Factors of Vulnerability



Education as a Shield

42.2%

of those in forced labour have no formal or pre-school education.



Significant Gender Disparity

Male: 4.2%
Forced Labour

Female: 0.6%
Forced Labour



Age Group Sensitivity

Forced labour is most prevalent among young adults aged 18–29 years (2.9%).

Forced Labour

1.69 Legal Framework and Definition of Forced Labour

In accordance with the standards of the International Labour Organization (ILO), forced labour is defined under the Forced Labour Convention, 1930 (No. 29) as: "All work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily."

This definition establishes two cumulative elements for determining the existence of forced labour. First, there must be a menace of penalty, which may take various forms, including physical violence, threats, coercion, retention of identity documents, withholding of wages, debt bondage, or other forms of intimidation. Second, there must be an absence of free and voluntary consent, meaning that the individual did not freely agree to undertake the work or is unable to leave the employment without facing some form of penalty. Both elements must be present for a situation to qualify as forced labour under international law. Convention No. 29 also specifies certain exceptions that do not constitute forced labour under its provisions. These include compulsory military service for purely military purposes, normal civic obligations of citizens, work performed by prisoners under strict public supervision, work required in cases of emergency such as war or natural disasters, and minor communal services carried out in the direct interest of the community.

The Abolition of Forced Labour Convention, 1957 (No. 105) further strengthens the international legal framework by prohibiting the use of forced or compulsory labour in specific circumstances, particularly when imposed by the State. It forbids forced labour as a means of political coercion or punishment for expressing political views, as punishment for participation in strikes, as a method of mobilizing labour for economic development, as a tool of labour discipline, and as a means of racial, social, national, or religious discrimination. Convention No. 105 thus reinforces and expands the protections established under Convention No. 29 by eliminating these abusive state-imposed practices.

1.70 Legal and Policy Framework on the Prohibition of Forced and Bonded Labour in Sindh

"In Sindh, forced and bonded labour is prohibited under the Sindh Bonded Labour System (Abolition) Act, 2015. The law abolishes bonded labour and declares all such agreements void. Any person compelling another individual to perform labour against their will is subject to imprisonment and fine. In addition, Article 11 of the Constitution of Pakistan and Section 374 of the Pakistan Penal Code prohibit forced labour and provide criminal penalties."

Table 0.1 Sindh Law on Forced/Bonded Labour (Adults 18+)

Section	Clause / Title	Key Point	Implication for Adults (18+)
Section 2	Definition of Bonded Labour	Any person working to repay debt, unable to leave job, or working for little/no wages.	Applies to adults; identifies forced labour situations for surveys.
Section 3	Abolition of Bonded Labour	Bonded labour system is completely abolished in Sindh.	Adults cannot be compelled to work for debt or coercion.
Section 4	Prohibition of Forced Labour	No person can oblige another to work against their will.	Any form of coercion is illegal.
Section 5	Rights of Freed Laboure's	Previously bonded individuals are freed immediately.	Adults have right to leave employment and work voluntarily.
Section 6	Protection of Wages	Freed Laboure's must receive full wages for work already performed.	Ensures adults are not exploited for past work.
Section 7	Offence and Punishment	Violators face 2–5 years imprisonment and/or minimum Rs. 100,000 fines.	Legal deterrent against forcing adults to work.
Section 8	Confiscation of Property	Property of offenders can be confiscated.	Discourages use of forced labour by employers.
Section 9	Role of Labour Authorities	Labour officers must identify, free, and rehabilitate bonded Laboure's.	Provides legal enforcement mechanism for adults' rights.

Citation: Government of Sindh (2016). Sindh Bonded Labour System (Abolition) Act, 2015. Labour & Human Resources Department, Government of Sindh.

1.70.1 Provincial Framework for the Measurement and Elimination of Forced Labour in Sindh

The Government of Sindh's efforts to address forced labour are anchored in Sustainable Development Goal (SDG) 8, particularly Target 8.7, which calls for the eradication of forced labour, modern slavery and human trafficking. In line with international standards for the statistical measurement of forced labour, provincial monitoring mechanisms emphasize the estimation of forced labour prevalence (SDG Indicator 8.7.1)

through structured survey instruments and strengthened administrative reporting systems, ensuring methodological consistency and comparability.

Given the structure of Sindh's labour market, vulnerabilities are concentrated in sectors marked by informality and limited regulatory oversight, including agriculture, brick kilns, fisheries, domestic work and construction. Key risk factors include debt bondage arrangements, internal migration, poverty, and gaps in labour protection coverage. Provincial action therefore focuses on reinforcing labour inspection systems, enforcing bonded labour legislation, enhancing inter-agency coordination, and implementing targeted interventions in high-risk sectors and districts.

Systematic measurement and disaggregation by sex, age group, sector and region are essential to inform evidence-based policymaking and to monitor progress towards the effective elimination of forced labour in line with SDG Target 8.7 at the provincial level.

1.71 Measurement of Forced Labour (Statistical Framework)

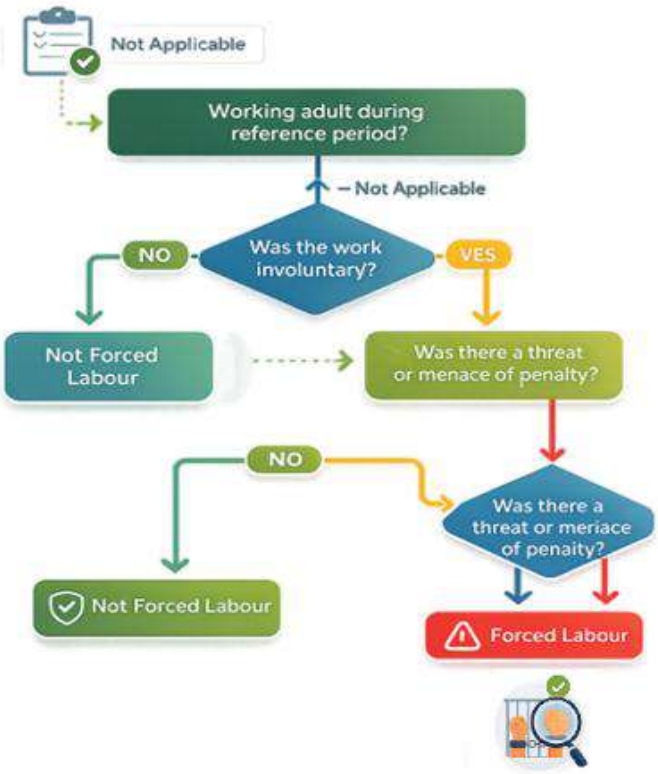
The measurement of forced labour for statistical purposes follows the standards established by the International Labour Organization in the Guidelines concerning the measurement of forced labour, endorsed at the International Conference of Labour Statisticians (20th ICLS). These guidelines provide an operational framework to translate the legal definition under Convention No. 29 into measurable survey indicators.

For statistical purposes, a person is classified as being in

forced labour if, during a specified reference period, they were engaged in any work or service that meets two cumulative conditions: (i) the work was involuntary, and (ii) it was performed under the threat or menace of a penalty. Both elements must be present simultaneously for a case to be identified as forced labour.

In practice, **involuntariness** is measured by identifying situations where a person did not freely consent to the job, was deceived about the nature or conditions of the work, was unable to refuse tasks, or could not leave the employment. The **menace of penalty** is measured through indicators such as threats of violence, psychological coercion, debt bondage, withholding of wages, confiscation of identity documents, restriction of movement, threats of dismissal or deportation, or other forms of abuse of vulnerability.

Figure 0.1 Flow Diagram of Forced Labour



1.72 Prevalence of Forced Labour among Adults in Sindh

In line with international statistical standards for measuring forced labour, the prevalence rate represents the proportion of adults engaged in forced labour during the specified reference period relative to the total adult population.

The Table 12.2 findings show that an estimated 107,103 adults in Sindh were in forced labour, corresponding to a prevalence of 2.4 per cent among the adult population (4,388,766 adults). This suggests that approximately 24 out of every 1,000 adults were affected during the reference period.

Sex-disaggregated analysis shows marked gender disparities. The prevalence among males was 4.2 per cent (93,932 cases out of 2,241,529 adult males), substantially higher than the prevalence among females, which stood at 0.6 per cent (13,172 cases out of 2,144,788 adult females). This indicates that adult men face significantly higher exposure to forced labour conditions in the province.

By age group, the highest prevalence was observed among young adults aged 18–29 years (2.9 per cent), followed by adults aged 30–49 years (2.5 per cent). Older adults aged 60 years and above recorded a

comparatively lower prevalence of 1.5 per cent. These findings suggest that working-age adults, particularly younger cohorts, are more vulnerable to forced labour situations.

Regional differences were relatively moderate. The prevalence in urban areas (2.5 per cent) was slightly higher than in rural areas (2.3 per cent), indicating that forced labour affects both rural and urban labour markets, with marginally greater concentration in urban settings.

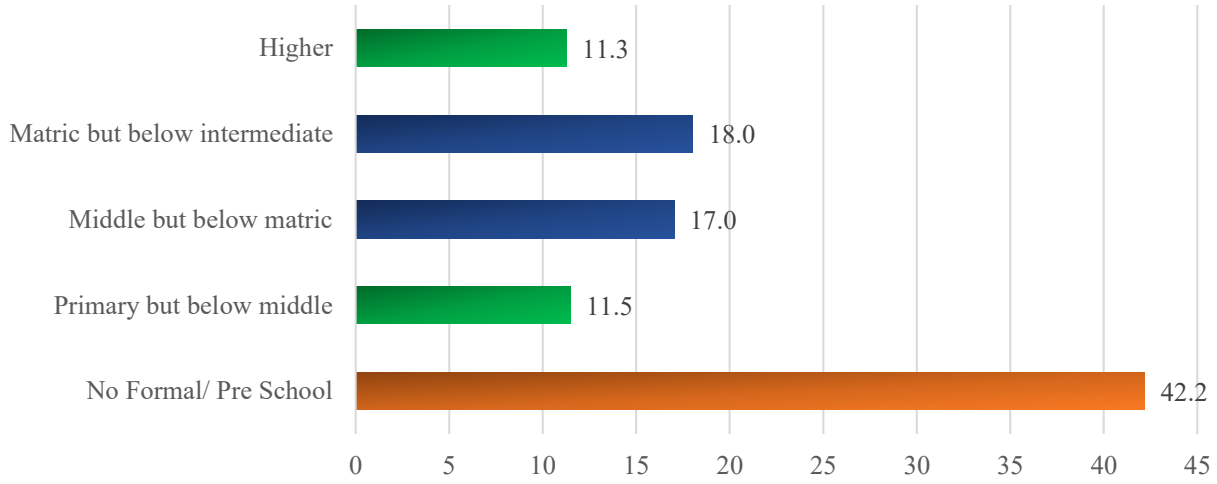
Table 0.2 Prevalence of Forced Labour among Adults by Circumstances Leading to Involuntariness and Individual Background Characteristics

Characteristics	Number	Forced Labour (Per cent	Total Number of Adults
Both Sexes			
Total	107,103	2.4	4388766
Male	93,932	4.2	2241529
Female	13,172	0.6	2144788
Age Group			
18-29 Years	46,054	2.9	1605132
30-49 Years	47,991	2.5	1901310
50 & Above	13,058	1.5	882324
Region			
Rural	32745	2.3	1422536
Urban	74,358	2.5	2966230
Pilot Districts			
Jamshoro	13421	2.2	615380
Thatta	17974	3.3	537873
Korangi	57402	3	1895181
Malir	18306	1.4	1340331

Among the pilot districts, notable variation is observed. Thatta recorded the highest prevalence at 3.3 per cent, followed by Korangi at 3.0 per cent and Jamshoro at 2.2 per cent. Malir showed the lowest prevalence at 1.4 per cent. These district-level disparities point to localized risk factors and sector-specific vulnerabilities that may require targeted policy responses.

Overall, the findings demonstrate that forced labour remains a measurable concern in Sindh, with significant gender and district-level variation. Continued monitoring using standardized measurement frameworks is essential to support evidence-based interventions and track progress towards the eradication of forced labour under SDG Target 8.7.

Figure 0.2 Distribution of Adults in Forced Labour by Literacy Status (Per cent)



Adults with no formal education or pre-school education constitute the largest share of those in forced labour (42.2 per cent), indicating heightened vulnerability among the least educated. However, a substantial proportion is also observed among individuals with middle and matric-level education (17.0 and 18.0 per cent respectively), suggesting that forced labour affects not only the uneducated but also those with moderate educational attainment. The share declines among individuals with higher education (11.3 per cent), indicating comparatively lower but still notable exposure.

1.73 Distribution of Adults in Forced Labour by Industry and Background Characteristics

The sectoral distribution of adults shows significant variation across sex, age group and region, reflecting differences in labour market participation and economic structure.

Sex-disaggregated analysis shows marked gender disparities. The prevalence among males was 4.2 per cent (93,932 cases out of 2,241,529 adult males), substantially higher than the prevalence among females, which stood at 0.6 per cent (13,172 cases out of 2,144,788 adult females). This indicates that adult men face significantly higher exposure to forced labour conditions in the province.

By age group, the highest prevalence was observed among young adults aged 18–29 years (2.9 per cent), followed by adults aged 30–49 years (2.5 per cent). Older adults aged 60 years and above recorded a comparatively lower prevalence of 1.5 per cent. These findings suggest that working-age adults, particularly younger cohorts, are more vulnerable to forced labour situations.

Regional differences were relatively moderate. The prevalence in urban areas (2.5 per cent) was slightly higher than in rural areas (2.3 per cent), indicating that forced labour affects both rural and urban labour markets, with marginally greater concentration in urban settings.

Table 0.3 Distribution of Adults in Forced Labour by Industry and Background Characteristics

Characteristics	Manufacturing	Wholesale and retail	Construction	Agriculture	Other service activities	Accomodation	Transportaion and Storage	Other	Total
Both Sexes									
Total	35.3	14.3	9.8	7.2	7.0	6.2	5.2	15.0	100
Male	37.0	14.6	10.8	6.6	5.3	6.9	4.9	14.3	100
Female	23.0	12.0	0.0	12.8	22.9	0.0	7.9	21.0	100
Age Group									
18-29 Yrs	46.0	15.3	9.4	6.1	5.9	2.1	6.5	8.9	100
30-49 Yrs	25.0	11.9	10.9	7.8	10	11.0	5.5	17.8	100
50 & above	37.0	19.5	7.0	8.6	0.0	3.6	0.0	24.5	100
Region									
Rural	18.0	3.1	16.6	24.1	6.6	9.8	4.8	16.9	100
Urban	43.0	19.1	6.9	0.0	7.2	4.8	5.3	14.2	100

1.73.1 Distribution of Adults in Forced Labour by Occupation and Background Characteristics

Table 12.4 shows that forced labour among adults is predominantly concentrated in elementary occupations (40.9 per cent) and service and sales work (26.8 per cent), followed by craft and related trades (12.8 per cent) and plant and machine operation (11.6 per cent). Higher-skilled occupations account for a very small proportion of cases.

Sex-disaggregated patterns indicate that male forced labour is largely concentrated in elementary occupations and plant and machine operation, whereas female forced labour is more concentrated in craft and related trades (35.4 per cent) and service and sales (30.1 per cent), reflecting marked occupational segregation.

Age and regional differences are also evident. Younger adults (18–29 years) are primarily engaged in elementary occupations, while adults aged 30–49 years show higher representation in service and sales and plant operation. Rural forced labour is heavily concentrated in elementary and agricultural occupations,

whereas urban forced labour is more prominent in service and sales and machine operation, highlighting structural differences between rural and urban labour markets.

Table 0.4 Distribution of Adults in Forced Labour by Occupation and Background Characteristics

Characteristics	Elementary Occupation	Service and Sale workers	Craft & related trades workers	Plant/ machine operator &	Skilled agriculture,	Technicians & associate	Clerical support	Professionals & Managers	Total
Both Sexes									
Total	40.9	26.8	12.8	11.6	3.6	1.8	1.5	1.2	100
Male	43.0	26.5	10.4	12.8	3.0	1.9	1.6	0.1	100
Female	18.0	30.1	35.4	0.0	8.8	0.0	0.0	7.9	100
Age Group									
18-29 Years	49.0	15.6	17.3	10.3	2.0	4.2	0.0	1.8	100
30-49 Years	37.0	33.1	7.7	13.7	4.4	0.0	3.2	0.9	100
50 & Above	29.0	40.9	16.1	8.2	5.6	0.0	0.0	0.0	100
Region									
Rural	57.3	10.7	15.2	2.3	11.9	0.0	0.0	2.5	100
Urban	34.0	33.6	11.8	15.5	0.0	2.5	2.1	0.6	100

1.74 Adults in Forced Labour by Circumstances Leading to Involuntariness

As Table 12.5 shows, among adults identified in forced labour, coercion under threat emerges as the most commonly reported circumstance (29.8 per cent), with higher prevalence among males (31.6 per cent) and in urban areas (41.4 per cent). This indicates that direct threats or intimidation remain a significant driver of involuntariness, particularly in urban labour markets.

Wage-related coercion is also prominent. Nearly 17.9 per cent reported working for no wages or lower wages than initially offered, with a markedly higher share among females (32.7 per cent) and rural residents (28.9 per cent). Similarly, 15.3 per cent entered employment to repay debt, with this circumstance substantially higher in rural areas (27.8 per cent), highlighting the continued importance of debt bondage mechanisms.

Restriction of freedom is reflected in the 15.7 per cent who attempted to leave a job but were prevented from doing so, with higher prevalence in rural areas (23.8 per cent). Performing unrelated extra tasks (13.9 per cent) and excessive working hours (1.6 per cent) were also reported, with extra tasks more common among males and urban workers. Other forms of involuntariness, including deception regarding job type

(2.4 per cent), unsafe working conditions (1.6 per cent), and being made to work for another employer (1.9 per cent), were less prevalent but indicate diverse coercive practices affecting specific subgroups, particularly females in certain categories.

Overall, the findings show that forced labour among adults is primarily driven by threats, wage-related exploitation, and debt-linked arrangements, with notable gender and rural–urban disparities in the patterns of coercion.

Table 0.5 Per cent of Adults in Forced Labour by Circumstances Leading to Involuntariness and Background Characteristics

Involuntary work	Total	Male	Female	Rural	Urban
1. Forced or coerced into doing a job under a threat against you or your family?	29.8	31.6	16.8	3.5	41.4
2 Taken a job and realized it was a different type of work than what was described to you?	2.4	2.3	2.9	1.5	2.8
3. Taken a job to pay off a debt with your employer or recruiter?	15.3	15.9	11	27.8	9.8
4. Worked in conditions that made you fear for your safety or health?	1.6	1.4	3.5	2.5	1.2
5. Had to very often perform extra tasks for your employer unrelated to your regular tasks or workplace?	13.9	15.1	5.5	11.1	15.1
6. Frequently have to work longer hours than you agreed to, leaving you with little or no time to rest or recover?	1.6	1.8	0	0	2.3
7. Work for no wages or wages lower than initially offered?	17.9	15.8	32.7	28.9	13
8. Employer made you work for someone other than him/her/your company?	1.9	0.8	9.9	1	2.3
9. Had housing or lodging provided by your employer or recruiter?	--	--	--	--	--
10.Tried to escape from a job but were prevented to?	15.7	15.4	17.7	23.8	12.1

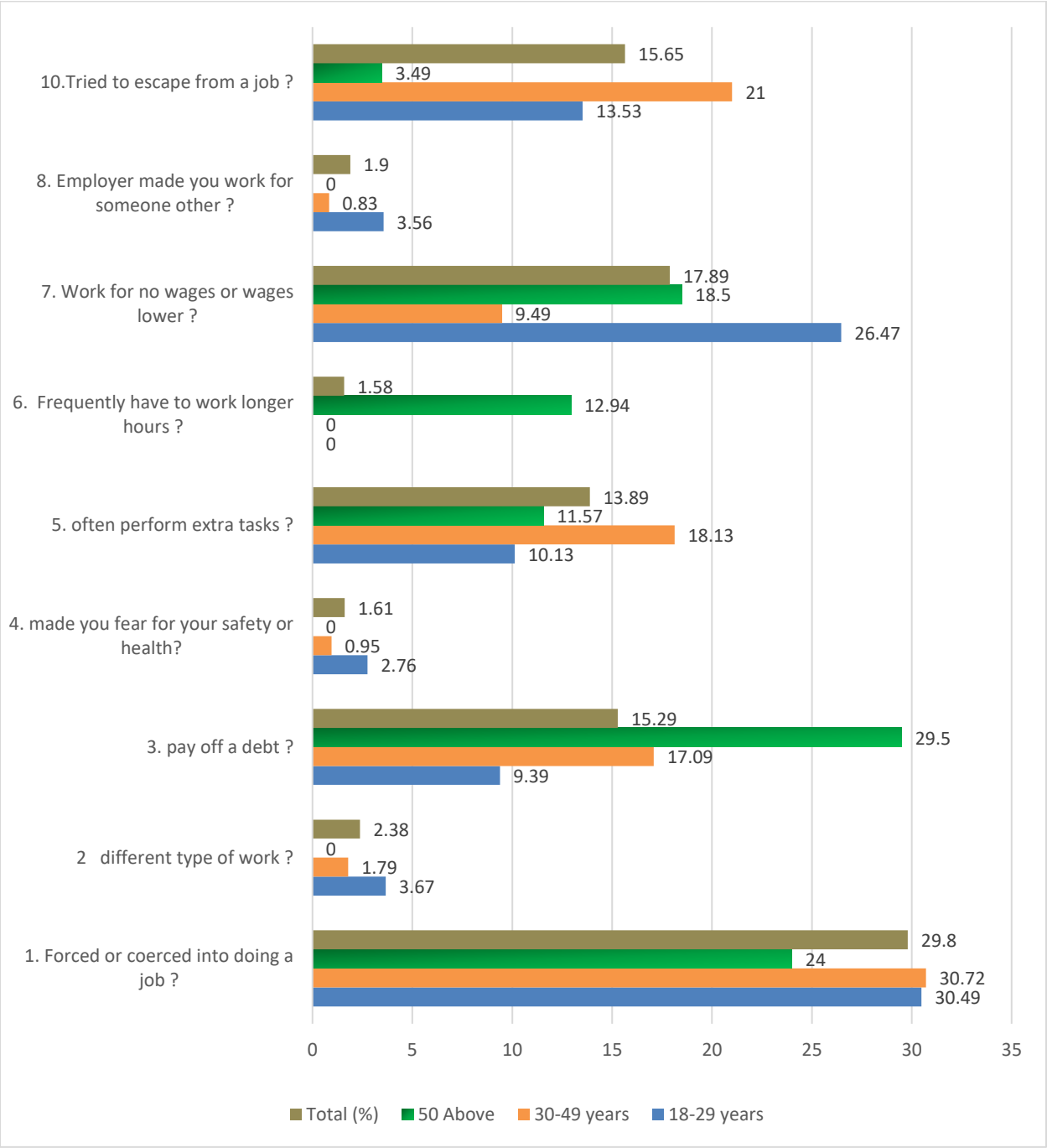
1.74.1 Per cent of Adults in Forced Labour by Involuntariness Categories and Age Group

Figure 12.3 shows that coercion under threat is the most common circumstance across all age groups (29.8 per cent overall), with similar prevalence among adults aged 18–29 and 30–49 years. Wage-related exploitation is also prominent, particularly among younger adults (26.5 per cent) and those aged 50 and above (18.5 per cent).

Debt-related coercion increases with age, reaching its highest level among adults aged 50 years and above (29.5 per cent), indicating greater vulnerability of older workers to debt bondage arrangements. In contrast, excessive working hours are reported only among older adults (12.9 per cent), while performing extra tasks is more common among adults aged 30–49 years (18.1 per cent).

Overall, the findings suggest that younger workers are more affected by wage exploitation and direct coercion, middle-aged workers by extra tasks and attempted escape, and older workers by debt-related coercion and excessive hours.

Figure 0.3 Per cent of Adults in Forced Labour by Involuntariness Category and Age Group


10.Tried to escape from a job ?
15.65
3.49
21
13.53
8. Employer made you work for someone other ?
1.9
0
0.83
3.56
7. Work for no wages or wages lower ?
17.89
18.5
9.49
26.47
6. Frequently have to work longer hours ?
1.58
12.94
0
0
5. often perform extra tasks ?
13.89
11.57
18.13
10.13
4. made you fear for your safety or health?
1.61
0
0.95
2.76
3. pay off a debt ?
15.29
29.5
17.09
9.39
2 different type of work ?
2.38
0
1.79
3.67
1. Forced or coerced into doing a job ?
29.8
24
30.72
30.49
0
5
10
15
20
25
30
35
Total (%)
50 Above
30-49 years
18-29 years