



YEAR BOOK 2019-20



GOVERNMENT OF PAKISTAN
MINISTRY OF OVERSEAS PAKISTANIS &
HUMAN RESOURCE DEVELOPMENT
ISLAMABAD

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Foreword

In pursuance of Rules 25(2) of the Rule of Business 1973, the Ministry of Overseas Pakistanis & Human Resource Development (OP&HRD) has prepared Year Book 2019-20 for information of the Cabinet and general public. This book contains information regarding objectives, functions, activities and achievements of the Ministry and its attached Departments/ Autonomous Bodies etc. This publication (Year Book) is also recognition of public rights to information.

2. The Year Book provides information on overall performance of the Ministry relating to the matters of Overseas Pakistanis and Human Resource Development in Pakistan i.e. efforts made for the welfare of Overseas Pakistanis, signing of Memorandum of Understandings (MoUs) with foreign countries for creating job opportunities, collaboration with International Labour Organization (ILO) and working arrangements for providing decent working conditions, initiation of various schemes for Overseas Pakistanis in Pakistan and devising speedy mechanism for the redressal of grievances.

3. It is hoped that this publication will serve as a useful reference book for public, scholars and researchers etc.

**Federal Secretary
Ministry of Overseas Pakistanis &
Human Resource Development**

Brief of the Ministry

1. Introduction

The Ministry of Overseas Pakistanis and Human Resource Development was established on 7th June, 2013 after the merger of the Ministry of Human Resource Development with the Ministry of Overseas Pakistanis, as a result of re-organization of Federal Secretariat in terms of Rule 3 of the Rules of Business, 1973.

The objective of the Ministry is to deal with all the matters and affairs of the overseas Pakistanis; attending to their needs and problems, initiating schemes and projects for their welfare and working for resolution of their problems and issues. Moreover, to promote export of Pakistani manpower abroad, elevate the living conditions of working class through better protection and decent working conditions for them. The area of its activities encompasses the management of human capital, social protection, socio-economic uplift of working class.

1.1 Vision statement

To create an atmosphere of transparency, efficiency and innovation for improved services for Overseas Pakistanis, rehabilitation and re-integration of returning Overseas Pakistanis and taking measures for protection of their investment, to secure emigration for workers, to ensure provision of social protection and decent working conditions. It also includes preparation of special incentives for Pakistani's diaspora to participate in national development and growth.

1.2 Functions of the Ministry of Overseas Pakistanis & Human Resource Development.

The assigned functions of the Ministry of Overseas Pakistanis & HRD as given at scheduled-ii, Rules 3 (3) of Rules of Business-1973 are as under: -

- i. National policy, planning and coordination regarding manpower development and employment promotion for intending overseas workers.
- ii. Preparation of short and long-term programs for manpower development and employment promotion abroad.

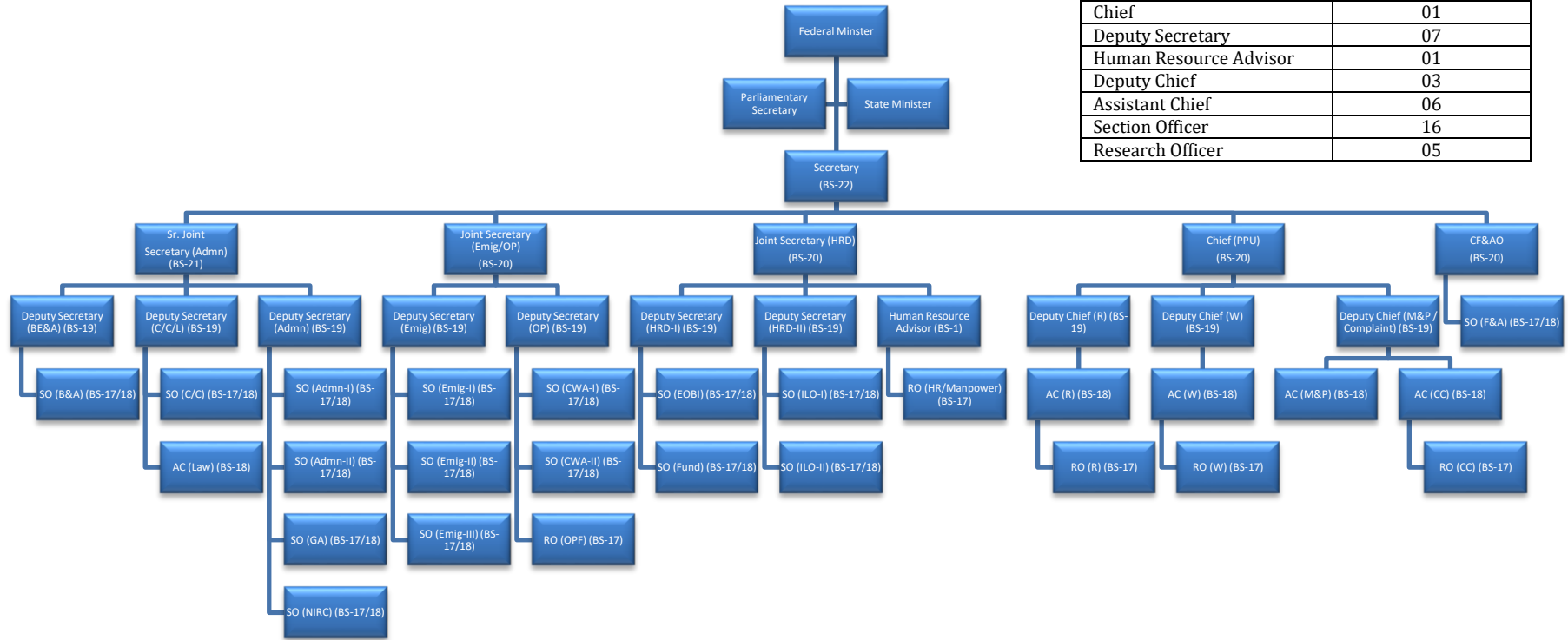
- iii. Research into problems of overseas Pakistanis; promotion and coordination of measures best suited to resolving them and motivating Pakistani citizens abroad to strengthen their links with the mother country.
- iv. Policy for linkages between the training of workers/labour force with the latest requirements abroad.
- v. Linkage of training imparted at training institutes like National Training Bureau, Pakistan Manpower Institute etc. with the efforts for increase in manpower export through Overseas Employment Corporation and Bureau of Emigration and Overseas Employment. This would also include close coordination and linkage with the Community Welfare Attaches abroad.
- vi. Welfare of Pakistani Emigrants abroad and their dependents in Pakistan.
- vii. Periodic assessment, review and analysis of manpower resources and employment requirements overseas.
- viii. Administrative control of Overseas Pakistanis Foundation.
- ix. Special Selection Board for selection of Community Welfare Attaches for posting in Pakistan Missions abroad.
- x. Administration of: -
 - a) the Emigration Ordinance, 1979, (XVIII of 1979) and;
 - b) the Control of Employment Ordinance, 1965 (XXXII of 1965);
 - c) the Workers Welfare Fund Ordinance, 1971 (XXXVI of 1971);
 - d) the Companies Profits (Worker's participation Act, 1968 (XII of 1968); and
 - e) the Employees' Old-Age Benefits Act, 1976 (XIV of 1976) including supervision and control of the Employees' Old-Age Benefits Institution.
- xi. Administrative control of: -
 - a) Overseas Employment Corporation; and
 - b) Bureau of Emigration and Overseas Employment.
- xii. Foreign Employment and Emigration.

xiii. Administration of the Industrial Relations Act, 2012 (X of 2012), keeping a watch on labor legislation from international perspective, coordination of labour legislation in Pakistan and the Industrial Relations Commission.

1.3 Organogram of the Ministry

The following Organogram describes working pattern of the Ministry of Overseas Pakistanis & Human Resource Development:

Name of Post	Sanctioned Strength
Secretary	01
Joint Secretary	03
CF&AO	01
Chief	01
Deputy Secretary	07
Human Resource Advisor	01
Deputy Chief	03
Assistant Chief	06
Section Officer	16
Research Officer	05



1.4 **Setup of the Ministry**

Ministry comprises following four wings:

I. Administration (Admn) Wing

The Administrative Wing is headed by the Joint Secretary. National Industrial Relations Commission (NIRC) is also being dealt by the Admn Wing.

II. Policy Planning Unit (PPU)

The Policy Planning Unit is headed by the Chief.

III. Emigration/ Overseas Pakistanis (OP)/ EOBI Wing

The Emigration/OP/EOBI Wing is headed by the Joint Secretary. The following Departments are being dealt with by Emig/OP/ EOBI Wing:

- **Emigration Wing**
 - i) Bureau of Emigration & Overseas Employment (BE&OE)
 - ii) Overseas Employment Corporation (OEC)
- **Overseas Pakistanis (OP) Wing**
 - Overseas Pakistanis Foundation (OPF)
- **Employees' Old Age Benefits Institution (EOBI) Wing**
 - Employees' Old Age Benefits Institution (EOBI)

IV. Human Resource Development (HRD) Wing

The HRD Wing is headed by the Joint Secretary. The following Departments are being dealt with by HRD Wing:

- i. Workers Welfare Fund (WWF)
- ii. Coordination with ILO
- iii. Directorate of Workers' Education (DWE)

2. Administration Wing

i. Functions

This Wing is assigned responsibilities i.e. personnel administration, procurement, repair and maintenance of vehicles, machinery and equipment, furniture and fixture, stationery etc. and preparation of budget / re-appropriation and all financial matters of Ministry and matters relating to NIRC.

ii. Sanction Strength & Budget Estimates

Officers (BS 17-22)	Officials (BS 16 & below)	Total Strength
46	263	313
Budget Estimates 2019-20 (In Rs.)		
OP&HRD	Rs. 1,541.30 million	

2.1 National Industrial Relations Commission (NIRC)

i. Introduction

The National Industrial Relations Commission was constituted by the Federal Government under Sub-Section (1) of Section 22-A of the Industrial Relations Ordinance, 1969. Presently, Section 53 of IRA, 2012. According to Sub-Section (2) of Section 53 of IRA, 2012, the Commission shall consist of not less-than 10 Members, including the Chairman.

ii. Activities/ Functions

A brief regarding functions of the National Industrial Relations Commission as laid down under Section 53 of the IRA, 2012 is given as under: -

- a) To adjudicate and determine an industrial dispute in the Islamabad Capital Territory and trans-provincial to which a trade union or a federation of such trade unions is a party and which is not confined to matters of purely local nature and any other industrial dispute which is, in the opinion of the Government, of national importance and is referred to it by that Government.
- b) To register trade unions and industry-wise trade unions of an establishment or group of establishments in the Islamabad Capital Territory, trans-

provincial, and federations of such trade unions;

- c) To determine the collective bargaining agents amongst trade unions and industry-wise trade unions in the Islamabad Capital Territory, trans-provincial, and federation of such trade unions;
- d) To try offences punishable under;
 - i. Section 67, other than sub-section (I) and (6) thereof; and
 - ii. Any other section, in so far as they relate to employers or workers in relation to a trade union or industry-wise trade union in the Islamabad Capital Territory, trans-provincial, and a federation of such trade unions, or officers of such union or federation.
- e) To deal with cases of unfair labour practices specified in Section 31 and 32 on the part of employers, workers, trade unions or either of them or persons acting on behalf of any of them. Whether, committed individually or collectively, in the manner laid down under section 33 or sub-section (9) of section 33 or in such other way as may be prescribed and to take, in such manner as may be prescribed by regulations under section 66, measures calculated to prevent an employer or workman from committing unfair labour practice.
- f) To advise Government, trade unions and industry-wise unions in the Islamabad Capital Territory, trans-provincial, and federations in respect to the education of workers in the essentials of trade unionism, including education in respect of their right and obligations, to secure the provision of facilities required thereof, and to apportion the cost thereof between the Government, trade unions and federations of such trade unions, and the employers, in such manner as may be considered equitable by the Commission, such to the approval of the Government;
- g) To take measures calculated to prevent an employer or workman from committing an unfair labour practice in such manner as may be determined by regulations;

- h) To deal with cases of individual grievance in the manners prescribed in section 33.
- i) To exercise exclusive jurisdiction over the establishment or group of establishments situated in the Islamabad Capital Territory, and trans-provincial; and
- j) Such other powers and functions as the Government may, by notification in the official Gazette, assign to it from time to time.

iii. Establishment

The National Industrial Relations Commission, an attached department of M/o Overseas Pakistanis and Human Resource Development, was constituted by the Federal Government under Sub-Section (1) of Section 22-A of the Industrial Relations Ordinance, 1969, presently, Section 53 of IRA, 2012. According to Sub-Section (2) of Section 53 of IRA, 2012, the commission shall consist of not less than 10 full time members.

iv. Staffing Composition

Chairman	01]		
Members	09]	Total =	10
Officers	13	BPS-17, & 20	
Other Officials	144	BPS-1 to BPS-16	
Total	167		

v. Budget

2019-20 : Rs. 161.339 Million

vi. Performance

Cases received and disposed off from 1st July, 2019 to 30-06-2020

B. F	F. R	Total	Disposed off	Balance
12,901	11,229	24,130	12,023	12,107

2.2 Complaint Cell of the Ministry

The complaint cell of this Ministry headed by Deputy Secretary (Complaint Cell), deals with different kinds of complaints, grievances and problems faced by Overseas Pakistanis and their families back home. The grievances are taken up with concerned authorities abroad through CWAs and in Pakistan either directly or through OPF.

The Honorable Prime Minister of Pakistan has launched the Pakistan Citizen Portal (PCP) on 28th October, 2020, in order to improve public service delivery and speedy grievances redressal mechanism more efficient and responsive in all Ministries/Divisions and their attached formations for general public. The details of received complaints to this Ministry and to its attached departments are as under;

- “Since, October 2019, a total 10,980 number of complaints have been received as on 8th October, 2020 through Pakistan Citizen Portal, 9247 complaints have been resolved and rest are in progress

In pursuance of the Cabinet Decision, the Federal Government has been pleased to constitute High Powered Committees for effective resolution and oversight of complaint received from overseas Pakistanis through Pakistan Citizen Portal or any other medium. So far three meetings of high-Powered Committee had been conveyed.

i. Detail of month wise complaints & their disposal

Month	Total Complaints received manually	Total complaints settled	Total complaints under process
July, 2019	59	07	52
August	43	11	32
September	48	11	37
October	63	12	51
November	53	14	39
December	54	18	36
January, 2020	18	17	01
February	28	28	00
March	52	42	10
April	21	12	09
May	38	32	06
June	35	29	06
Total	512	233	279

3. Policy Planning Unit (PPU)

The detail of activities, achievements of PPU during the current F.Y (2019-20).

i. Number of Overseas Pakistanis

The data / information regarding total number of Overseas Pakistanis (OPs) is collected from Pakistan Missions abroad through Ministry of Foreign Affairs (MOFA). There are about 8.6 million OPs living, working and studying in different countries of the world as on 11-03-2020 **(Table 1)**.

ii. Workers Remittances

Overseas Pakistanis are contributing in the development of country's economy by sending their savings in shape of foreign exchange remittances, which is the second largest source of national foreign exchange after exports of the country. The detail of remittances received from the different countries of world during last four financial years including current financial year i.e., 2019-20 **(Table 2)**.

iii. Periodical Reports of Community Welfare Attaches

There are 24 offices of Community Welfare Attaches (CWAs) posted in 18 Pakistan Missions of 16 countries. List of the CWAs and their job description at **Annex-I & II** respectively. They are providing periodical reports in shape of Monthly Performance Reports on revised proforma designed / provided by the Ministry.

The previous proforma lacked certain important aspects of information, however, on the directions of the Prime Minister's Office, the existing proforma for monthly performance report has been revised by fixing the annual targets & benchmarks for future and a new consolidated proforma has been designed for reporting. The annual targets have been fixed on the basis of previous Monthly Performance Reports and keeping in view the regional employment situation of the host country. In order to have effective evaluation / monitoring of performance of the CWAs, the activities of the CWAs have been distributed in different sections in the said proforma and weights are assigned.

iv. **National Emigration & Welfare Policy for Overseas Pakistanis**

This Ministry is in the process of formulation of first ever “National Emigration & Welfare Policy for Overseas Pakistanis”, the same is at final stage of its completion.

Main Objectives of the Policy

- a. To promote safe, orderly and regular emigration from Pakistan.
- b. To provide sustainable system for improving welfare service provision to overseas Pakistanis (particularly migrant workers) in destination countries and support services for their families back in Pakistan.
- c. To engage diaspora in development activities; and facilitate the economic and social reintegration of returning migrant workers into Pakistani society and economy through support mechanisms.

v. **Manual of Privileges for Overseas Pakistanis-2019:**

In recognition of services for the country and long-lasting facilitation of Overseas Pakistanis, the Prime Minister’s Delivery Unit (PMDU), the Prime Minister’s Office has directed this Ministry to devise a “**Manual of Privileges for Overseas Pakistanis**”. The preparation of the said manual is under way.

4. Emigration / OP / EOBI Wing

The employment promotion abroad is one of the core functions of the Ministry. It lays down the parameters of policy regarding export of Pakistani manpower. The Wing is responsible to process and finalize panel for posting of Community Welfare Attaches (CWAs) abroad and process / negotiate Memorandum of Understandings (MoUs) and Agreements for signing with labour importing countries. Moreover, this Wing is also responsible to oversee the matters relating to Employees' Old Age Benefits Institution (EOBI),

Emigration Section

i. Biometric Registration of Intending Emigrants

Ministry in consultation with Bureau of Emigration & Overseas Employment (BE&OE) implemented a project titled, "Registration of Intending Emigrants via Biometric Verification System Linked with NADRA" w.e.f. 30-10-2018 in all seven Protectorate of Emigrant Offices in order to ensure the highest level of efficiency, streamline the registration process, improvement in service delivery and curbing malpractices.

ii. Overseas Employment Promoter Licenses (OEPLs)

Ministry issued 69 fresh Overseas Employment Promoter Licenses (OEPLs), 12 OEPLs have been transferred and changed jurisdiction of 06 OEPLs during the financial year July-2019 to June-2020.

iii. Memorandum of Understandings (MoUs)

- i. Japan MoU signed on 23-12-2019 in the specified skilled worker.
- ii. Malaysia MoU signed on 13-02-2020 on Cooperation in promoting Social Security Program and Activities for Pakistani's Citizens as insured Person in Malaysia.
- iii. Turkey MoU signed on 14-02-2020 on Co-operation in Diaspora Policy.

v. Visits of Special Assistant to Prime Minister (SAPM) on Overseas Pakistanis & Human Resource Development

SAPM on Overseas Pakistanis & Human Resource Development is very keen for the welfare of overseas Pakistanis. He has conducted 11 visits during the last

year for the purpose of increase in manpower export and for the welfare of overseas Pakistanis. He has proceeded to Kingdom of Saudi Arabia (KSA), Qatar, Malaysia, Abu Dhabi, Bahrain, Geneva (Switzerland), USA and Tehran (Iran). One of such visits was the visit of SAPM to Saudi Arabia with honorable Prime Minister on 15-16th October, 2019 for various matters regarding welfare of Pakistani workers.

vi. Export of Manpower

During financial year 2019-20, 531,091 emigrants proceeded abroad. It is pertinent to mention here that only 232 emigrants have registered in last 03 months of FY 2019-20 due to outbreak of Corona Pandemic.

vii. Online Linkages between OEC, BE&OE and NAVTTC

Through the efforts undertaken by Task Force on Overseas Employment and Welfare of Overseas Pakistanis, online linkages among portals of Bureau of Emigration & Overseas Employment (BE&OE), Overseas Employment Corporation (OEC) and National Vocational and Technical Training Commission (NVTTC) have been established. Through this achievement, the demand side of jobs has been linked not only with job seekers but also with the data base of trained individuals in order to create a match making process among demand of workers and suitable individuals for that demand.

For further developing that chain of linkages in future and to facilitate employers and workers in registration and recruitment processes, linkage of portals between BE&OE and relevant Ministries of destination countries including KSA, United Arab Emirate (UAE) and Qatar would be established.

viii. Joint Committee Meeting between Pakistan and Qatar

The Joint Committee consisted of representatives of Ministry of Overseas Pakistanis & Human Resource Development (OP&HRD) and Ministry of Administrative Development, Labor and Social Affairs of Qatar have convened 4 meetings and in the last meeting held on 27-28 November, 2019 in Qatar, both sides agreed to take steps for the enhancement of recruitment of Pakistani workers for Qatar. In order to facilitate recruitment from Pakistan, Qatar

decided to establish Qatar Visa Facilitation Centers in Pakistan. Implementing the decision, Qatar has recently established Visa Facilitation Centers in Islamabad and Karachi to facilitate intending emigrants for completing visa process (Medical, biometric verification etc.) and Iqama issuance within Pakistan and to start job immediately after arrival to Qatar.

ix. Foreign Delegation Visited Pakistan

As a result of regular follow-up by this Ministry for employment promotion abroad, delegation from Social Security Organization (SOCSO), Ministry of Human Rights of Malaysia visited this Ministry on 16th September, 2019 and discussed mechanism on social protection coverage of Pakistani workers in Malaysia.

x. Task Force on Overseas Employment and Welfare of Overseas Pakistanis

It is a big achievement of this Ministry that the Economic Coordination Committee (ECC) of the Cabinet in its meeting held on 19th February, 2019 approved an Inter-Ministerial Task Force under the Chairmanship of Special Assistant to the Prime Minister (SAPM) on Overseas Pakistanis and Human Resource Development in order:

- i. to look into the issues of overseas employment for Pakistani manpower and to enhance the manpower abroad along with the facilitation of Overseas Pakistanis, and
- ii. to make recommendations to the ECC for consideration in this regard in consultation with relevant stakeholders.

xi. Achievements of Task Force:

- a. SAPM on OP&HRD and Secretary (OP& HRD) have been taking deep interest in the matters of Task Force. In order to follow up to these directions, this Ministry coordinated and conducted multiple meetings of the Task Force. held on 28th March, 2019, 11th April, 2019, 9th May, 2019, 11th September, 2019, 13th January, 2020 and 18th February, 2020, respectively, prior to the formulation of a recommendation report. On the basis of detailed deliberations carried out in the said meetings, the Task Force has submitted

its report (containing recommendations for the facilitation and welfare of Overseas Pakistanis/ Action Plan) which was approved by ECC on 18th March, 2020 with direction to submit a detailed report on its progress.

- b. The main theme of Action Plan was to facilitate the overseas employment, to provide relief to overseas workers through hassle free services and to organize the system of Pakistani schools abroad for the welfare of the overseas Pakistanis.
- c. ECC of Cabinet also approved one Working Group on the issues of Pakistani schools abroad and one Sub-Committee on technical issues. This Ministry in order to establish the ground for the implementation of Action Plan approved by ECC convened various meeting along with the meetings of Sub-Committee and Working Group with MoFA, Ministry of Federal Education and Professional Training, NAVTTC, BE&OE, OEC, National University of Technology (NUTECH), OPF, Directorate General Immigration & Passport (IMPASS) and National Database & Registration Authority (NADRA).
- d. Sub-Committee of the Task Force compiled recommendations to pursue the tasks of Action Plan which are as follow:
 - i. NAVTTC would collaborate with provincial Technical Education and Vocational Training Authorities (TEVTAs) for skills development in order to adopt Competence Based Training & Assessment (CBT&A) system strictly in accordance with National Vocational Qualification Framework (NVQF). NAVTTC would also pursue accreditation of skills training and curbing of substandard certification. This would help for developing centralized and internationally recognized certification. In this regard, NAVTTC would propose necessary amendment in the NAVTTC Act 2011 after completing all codal formalities. Deadlines in this regard have been demanded from relevant stakeholders.
 - ii. Sub-Committee also recommended that NAVTTC may continue to work with provincial TVETAs especially with Balochistan and AJK, TEVTAs in order to build their capacities and enable them to deliver technical and vocational training in accordance with the standards and demands of international job market. Timeline in this regard has also been sought.

- e. Working Group on Pakistani schools abroad has also devised mechanism for implementing the Action Plan. As a result of the efforts of this Ministry during the meetings of Working Group, MoFA has enhanced the limit for Ambassador for spending funds on the welfare of overseas Pakistanis and have also uploaded a template of affidavit on their website in order to facilitate overseas Pakistanis.
- f. MoFA has also directed to Pak Missions abroad to establish an automated attendance system, to have third party audit in all Pakistani schools, to promote fund raising to seeking permission for vocational activities in Pakistani schools and to seek possibility of public private partnership to operate the Pakistani schools funded by Federal Government. Ministry of OP&HRD is following the recommendations of Task Force by seeking deadlines for all the above referred tasks / recommendations.
- g. Through the efforts of this Ministry and under the Task Force, IMPASS is just ready to launch an e-Passport project for the welfare of overseas Pakistanis.
- h. NADRA is about to sign a MoU with MoFA regarding trouble free provision of NICOP to overseas Pakistanis. After that MoU is signed, NADRA will proceed with the deployment of counters in Pakistan Missions.
- i. The validity of NICOP has also been increased to ten years.
- j. Standardization of syllabus to be implemented in Pakistani schools has also been started which would take approximately one year.

Community Welfare Attaché (CWA) Section

- Under Section 7 of Emigration Ordinance, 1979, the Federal Government may, for the purpose of safeguarding the interests of emigrants and promoting overseas employment, appoint a person to be a Labour Attaché (Community Welfare Attaché) in a place outside Pakistan and may define his duties. Similarly, Rules of Business, 1973 inter-alia entails various measures to be taken by this Ministry for the welfare of overseas Pakistanis and their families at home and abroad.
- With a view to ensure the welfare of Pakistani expatriate and to promote the export of Pakistani manpower, the Government of Pakistan has over the period of time, opened offices of Community Welfare Attaches (CWAs) in various Pakistan Missions abroad. At present, there are 24 posts of CWAs in 16 countries at 18 Pakistan Missions abroad including recently created new posts of CWAs along with supporting staff each one at Riyadh, Jeddah, Doha, Pretoria and Japan. These CWAs are posted for three years' tenure. Details of CWAs showing their names and place of posting are at **Annex-1** and Job description of CWAs is at **Annex-2**.
- During the period under report, the Ministry has actively been engaged in accomplishing the task assigned under Initiative No. 49 of the Prime Minister's "Ehsaas Program" with the description "A policy to increase the role and number of Community Welfare Attaches and to involve well reputed expatriate Pakistanis in that role". The Ministry has successfully completed Step-1 and Step-2 as per guidelines of the Initiative No.49 within the stipulated timeframe. The remaining two steps i.e. Step-3 and Step-4 are being vigorously pursued by the Ministry.

4.1 Bureau of Emigration and Overseas Employment (BE&OE)

(Part A)

The details of activities, achievements and progress during the Financial Year (2019-20) are given below:

i. Establishment of Task Force on Overseas Pakistanis & Human Resource Development

Under the directives of Prime Minister of Pakistan, a Task Force has been established under the Chairmanship of SAPM on OP&HRD in order to enhance manpower export and facilitation of overseas Pakistanis. All relevant stakeholders are part of the taskforce.

ii. Signing of Bilateral MOUs

In order to enhance the manpower export, M/o OP&HRD signed bilateral agreements/MoUs with destination countries such as Oman, UAE and Japan. Efforts are underway to sign more bilateral agreements with other destination countries as well.

iii. One Window Facilitation Desks at Protectorate Offices

One Window Facilitation Desks have been established in protectorate offices which have started opening of Bank accounts of emigrants and issuance of 2XATM Cards at the spot to the emigrants to facilitate in remittances and provide incentives to remitter.

iv. Information/Uploading of Foreign Jobs

Foreign jobs are being uploaded on BE&OE's website to facilitate the intending emigrants. It is an ongoing activity and the data on foreign jobs is updated regularly on the website www.beoe.gov.pk/foreign-jobs with a view to create awareness, provide access on foreign jobs to emigrants and curtail corrupt practices.

v. Reduction in Documentation for Renewal of Overseas Employment Promoter License

About 1,000 Overseas Employment Promoter Licenses are annually renewed. The renewal of Overseas Employment Promoter License was a hectic exercise due to heavy documentation involved. This documentation has now been

reduced to only 5 documents from 15+ including a report/recommendation of Protector of Emigrants.

vi. Complaint Management System

BE&OE established a proper mechanism for redressal of complaints received through email, website, Facebook page, CWAs or Protector of Emigrants etc. During Financial Year 2019-20, a total of 410 new complaints were received, 270 were closed/ resolved and 140 are under process.

vii. Resolution of Complaints through Pakistan Citizen Portal

BE&OE is also dealing with complaints received through Pakistan Citizen Portal and takes prompt action for their resolution. During Financial Year 2019-20 total 847 new complaints were received through Pakistan citizen portal, 861 were successfully entertained/ resolved, 16 complaints are under process and 98 complaints were dropped, 225 complaints were referred to other departments being not relevant to BE&OE, the average disposal time of complaints remained 12 days.

viii. Insurance Payment

BE&OE ensured payment of an amount of Rs.484 million as death/disability compensation during the Financial Year 2019-20.

ix. Actions against OEPs:

In order to tighten enforcement and zero tolerance policy with respect to emigrants' complaints, 28 OEP licenses were cancelled and 65 were suspended during the Financial Year 2019-20.

x. Action against Illegal Advertisement

In order to minimize frequency of illegal Overseas Job Advertisements, Bureau initiated a campaign in close coordination with newspapers, FIA, PTA and other relevant departments. During Financial Year 2019-20, 199 complaints were referred to FIA on account of Illegal Advertisement.

(Part B)

The Program of activities and targets set out for itself during the current Financial Year (2019-20) and the extent to which they have been realized.

i. Export of Manpower

During Financial Year 2019-20, 5, 31,091 emigrants proceeded abroad registered by BE&OE through its seven regional offices against the target of 4, 20,000. It is pertinent to mention here that only 232 emigrants have registered in last 3 months of Financial Year 2019-20 due to outbreak of Corona Pandemic.

ii. New Protectorate Offices

2 new Protectorate Offices have been established in DG Khan & Sialkot while Bureau is pursuing establishment of 02 New Protectorate Offices (Abbottabad, Sukkur).

iii. Future Plans

Expansion of BE&OE online portal to Overseas Employers and facilitate them in registration and recruitment linkage of BE&OE portal with relevant Ministries of Destination Countries including KSA, UAE and Qatar.

iv. Third Party Insurance Coverage

Currently, BE&OE is providing death & disability insurance coverage to emigrants through State Life Insurance Corporation. Efforts are underway for organs and third-party insurance coverage as well.

4.2 Overseas Employment Corporation (OEC)

i. Introduction

OEC was established in 1976. It works under the administrative control of this Ministry. Under Section 4-A of Emigration Ordinance, 1979, OEC is mandated to undertake measures in order to promote emigration of citizens of Pakistan apart from providing manpower recruitment services to foreign employers / Pakistani job seekers for employment abroad under Emigration Rules 1979.

ii. Achievements

One stop services/facilities have been provided to those persons who proceeded abroad for employment through OEC. The corporation has sent 444 persons to the following countries in professional, skilled and semi-skilled categories (Table 3).

iii. Establishment of on-line portal for overseas employment and return migrant workers

- a) OEC has developed and launched “Online Job Portal” which is integrated with “BE&OE-Management Information System” for the sharing of registered foreign jobs, permitted by the Bureau. The purpose is to facilitate interested candidates in obtaining foreign jobs. More than 35,000 job-seeker have been registered in different categories (i.e., Doctors, Staff Nurses, Teachers, Security Guards, etc.) on OEC Online Job Portal till 30th June, 2020.
- b) OEC has also started registering returnee workers on its portal with the objective to facilitate the interested returnees in re-obtaining foreign jobs and providing the data to other organizations for skill certification, skill upgradation and job in Pakistan as well as social reintegration. More than 60,000 returnees have registered themselves on the portal. Data of returnees has been shared with all stakeholders including OPF, NAVTTC, BISP, SMEDA, NYDF, BE&OE with a request to facilitate the returnees as per mandate of the respective organization(s).

iv. Enhanced collaboration with the relevant stakeholders

In order to increase collaboration and coordination, OEC signed Memorandum of Cooperation (MoC) with relevant public sector entities. MoC signed with National University of Modern Languages (NUML) on Foreign Languages Teaching program. MoU signed with NAVTTC for acquiring jobseekers' data. MoC signed with National University of Medical Sciences on training and areas of Mutual interest.

v. Free of charge IELTS preparation classes for the interested nurses

In order to support Nurses to obtain jobs under National Health Services (NHS) of UK, around 200 nurses obtained free of charge IELTS preparation training from OEC Office, Islamabad. The Australian Education Office provided a professional IELTS trainer for the purpose.

vi. Establishment of Occupational English Test (OET) Centre in Pakistan

As a result of continuous efforts of OEC at different forums, the Occupation English Test (OET) testing Centre has been opened in Pakistan by the concerned OET authorities in collaboration with Australian Education Office, Pakistan. Previously, the interested candidates had to travel to UAE for appearing in the OET.

vii. 45 days Korean Language Training

Korean Language Training has been imparted to 724 persons during the period Financial Year 2019-20.

viii. 10 days pre-Departure Training

Pre-departure training has been imparted to 46 workers who went to Korea for employment during the period.

ix. Documentary on OEC

A documentary on OEC has been developed with the purpose to highlight strengths of human resource of Pakistan and to attract foreign employers.

x. **Development of OEC Flyer**

A pictorial flyer highlighting expertise of OEC in the fields of overseas recruitment and promotion has been developed and distributed among the stakeholders.

xi. **Awareness Seminar**

The OEC convened an awareness seminar titled “Employment Opportunities for Nurses in UK” on 6th August, 2019 at PMI Auditorium (OEC headquarters) Islamabad. The Seminar was arranged in collaboration with Pakistan Nursing Counsel (PNC) and National Health Services (NHS), UK. Around 300 nurses attended the seminar. SAPM on OP&HRD, the Chief Guest, in his address, sensitized the nurses to take advantage of the opportunity by preparing themselves and securing nursing jobs in UK under NHS program. He extended all his support and facilitation in this regard

xii. **Acquiring of IATA License for business promotion of OEC Travels**

The OEC Travels obtained IATA license. It would help OEC Travels to expand its business.

4.3 Overseas Pakistanis Foundation (OPF)

i. Introduction

- OPF was established under the Emigration Ordinance, 1979 as a nonprofit company in 1979.
- It is a public sector company, registered under Section 42 of the Companies Act, 2017.
- The Board of Governors (BOG) of OPF is the governing body and all operations of OPF are managed under overall control of the Board.
- The present BOG was reconstituted on 11th June, 2018 by the Government of Pakistan.

ii. Core Objectives

- To establish and manage welfare programs, educational institutions and housing schemes for overseas Pakistanis.
- Social welfare of the emigrants and their families in Pakistan and abroad.
- Establishing housing societies for the emigrants.
- Scholarships to the children of overseas Pakistanis for studies in the discipline of Science, Technology, Art, Management etc. in Pakistan and abroad.
- Establishing Educational Institutions where emigrants' children study.
- Welfare activities for overseas Pakistanis as decided by the OPF Board of Governors / Government of Pakistan.

✚ The Activities undertaken during the Financial Year 2019-20

(Human Resource)

i. Internship Program for the children of Overseas Pakistanis

- OPF had introduced Internship Program on the pattern of National Internship Program (NIP) which was designed and initiated by Government of Pakistan. This program by OPF is the realization of its Corporate Social Responsibility (CSR) in contributing for Social and economic development of the society.

- The aim of this internship program was to provide training and productive skills to the educated youth belonging to overseas Pakistanis families by giving them exposure to professional working environment to enhance their capability and employability.
- Since its inauguration the first and second batch has successfully completed their internship and the interns hired in third batch are currently performing their duties in different divisions/sections of OPF.

ii. **Capacity Building Training Programs**

The newly recruited and existing employees have been provided different capacity building trainings inside and outside OPF so as to make them efficient and productive employees of the organization. The trainings from various institutes have been arranged by Human Resource Wing for the employees of OPF to enhance their skills and capabilities in various disciplines such as Rescue and First Aid at workplace, Change Management, Course on Duties and Responsibilities, Leading by Team Building, Microsoft Office 2013/2016, Public Sector Management, Ethics, Manners and Hospitality, Fire Fighting Techniques and Fire prevention Management, the Hazards / Risk Management and its Control / Measures at Workplace, Budget Preparation and Implementation in Public Sector, MS Power Point, Application of Project Management in MS Project, Service Rules and Regulations, Daftari Urdu Course, PPRA Rules and Procedures, Office Procedure and Practices, Effective Communication Skills (ECS), Promotion Policy/ Rules, Budget Preparation and Implementation in Public Sector, Human Resource Development, Time Management, Orientation in Office Procedure, Good Governance in Public Sector, etc. in Financial Year 2019-2020. Institute-wise summary of trainings programs conducted through various institutes along with number of employees who attended the trainings is appended below:

Organization / Institute.	No. of Trainings	No. of Employees
Directorate of Works Education (DWE)	3	10
Secretariat Training Institute (STI)	11	38
Pakistan Information Commission	1	2
Overseas Employment Corporation	1	1
Quaid-e-Azam University	1	1
Total	17	52

(Welfare Schemes)

i. Overseas Pakistanis Support Fund

Overseas Pakistanis Support Fund is created to provide support to destitute registered members of OPF who are working living, stranded, detained and imprisoned abroad with no financial resource and family backing. An amount of Rs.20 million has been transferred in the said account as seed money from OPF.

ii. Machine Readable Passport (MRP)

Machine Readable Passport (MRP) facility has been established at the Overseas Pakistanis Foundation (OPF) Head Office, Islamabad, with the collaboration of the Directorate General of Immigration and Passports (DGI&P) for issuance/renewal of MRPs of overseas Pakistanis and their families at OPF, Head Office, Islamabad.

iii. Health Insurance of Overseas Pakistanis

The model of Health Insurance of overseas Pakistanis and their families in collaboration with Ministry of Health Services Regulations and Coordination is under process.

iv. Overseas Desk at Police Station

Overseas Desk at Model Police Station F-6, Islamabad has been inaugurated for early resolution of the complaints of overseas Pakistanis and their families. Ultimately, this facility will be extended to provincial capitals followed by other cities as well.

v. Emergency Cell (Covid-19)

'Emergency Cell' established in OPF on the direction of SAPM on OP&HRD. The said Cell is assisting overseas Pakistanis and their families by responding to their queries and extending maximum possible assistance to them. The officers / officials are performing their duties round the clock (24/7) in the aforesaid Cell and responded to 14,246 telephonic / WhatsApp calls and approximately 17,288 messages from overseas Pakistanis stranded abroad.

vi. Donation for Students at Wuhan China

- An amount of Rs.20 million has been donated to the National Disaster Management Authority (NDMA) in order to provide food and assistance to the Pakistani students studying in Wuhan, China.
- As per the directive of SAPM on OP&HRD, special discounted fare @ Rs. 50,000/- each was offered by PIA for the operation of two special flights from Wuhan on 18.05.2020 and 05.06.2020 with 271 and 279 students onboard, respectively. Special subsidy of Rs. 10 million incurred by OPF on account of discounted fare for the two special flights operated by Pakistan International Airlines (PIA) from Wuhan to Islamabad.

vii. Financial Aid Scheme

- i. Financial Aid Scheme was introduced in 1980-81 to provide financial help to the destitute families of overseas Pakistanis to overcome their sudden financial hardships in result of the demise or disability of their earning members.
- ii. OPF grants Rs.400, 000/- and Rs.300, 000/- to the families of deceased and disabled overseas Pakistanis respectively. It is one-time grant which is paid to OPF members only.
- iii. OPF has granted an amount of Rs. 149.5 million to 377 destitute families/disabled overseas Pakistanis during the Financial Year 2019-20.

viii. Settlements of Dues

- OPF deals with dues / death compensation cases of overseas Pakistanis with the collective efforts of Pak Missions abroad. Large number of cases of blood money, death compensation, disability/ Salary, family pension, insurance claims and all types of dues of overseas Pakistanis are successfully processed every year.
- OPF has received 631 cases from July, 2019 to June, 2020 and out of which 194 cases have been resolved and an amount of Rs.318.84 Million of dues and compensation was disbursed amongst the legal heirs. Remaining 437 cases are under process with the host countries.

ix. Complaint Cell

- i. In order to resolve the complaints / grievances of overseas Pakistanis, a Complaint Cell has been functioning in OPF. All Regional Offices of OPF i.e. Lahore, Karachi, Peshawar, Quetta, Multan, and Mirpur (AJK) are nominated as focal points to resolve the complaints of overseas Pakistanis related to various agencies / departments of federal as well as provincials and AJK governments.
- ii. Focal persons have also been nominated at district level by the provincial Governments for early resolution of complaints.

Total complaints received during year				
Complaint Portal	Complaints Received	Complaints Settled	Complaints Under Process	Resolved Percentage
OCMS	3,347	1,617	1,730	48%
PMDU	784	784	0	100%
Total	4,131	2,401	1,730	58%

x. Foreign Exchange Remittance Card (FERC)

- a. Overseas Pakistanis who remit foreign currency equivalent to US\$ 2500 to US\$ 50,000 per annum are entitled to the following incentives;
 - i. Five categories of remittance cards as per amount remitted i.e. Silver, Silver Plus, Gold, Gold Plus and Platinum.
 - ii. Separate counters for special handling at international arrival/departure lounges at all International Airports in Pakistan.
 - iii. Free Issuance and Renewal of passport on urgent basis.
 - iv. Duty Credit as per category of remittance card.
 - v. FERC holders are able to utilize the duty credit available for the unaccompanied baggage including those seven items with fixed duty i.e., television, deep freezer, refrigerator, microwave oven, cooking range, washing machine and air conditioner.
- b. During the period 2019-20, OPF has issued 12,429 cards of the five categories against the foreign remittances of US\$ 511,662,643.

xi. OPF Membership Cards

Overseas Pakistanis who have proceeded abroad after 23rd March, 1979 on valid protected work visa by the Protectorate of Emigrants, BE&OE and OEC are automatically registered with OPF and can avail the services of OPF. During the Financial Year 2019-20, OPF has issued 6,403 cards.

xii. Health Facilities

In order to provide medical facilities in the areas where there is concentration of families of overseas Pakistani workers, OPF had established two Eye Hospitals at Mirpur (AJK) and Yaro Khoso, D.G. Khan, where overseas Pakistanis and their dependents are treated and operated upon on subsidized rates. During the Financial Year 2019-20 total 3,748 patients were provided eye treatment and 101 were operated successfully.

xiii. Transportation of deceased overseas Pakistanis

- OPF provides free Ambulance service for transportation of human remains of overseas Pakistanis from airport to deceased's native town / village.
- During Financial Year 2019-20 this service was provided to transport 365 human remains of overseas Pakistanis.
- OPF has also signed a Memorandum of Understanding (MoU) with Al-Khidmat Foundation for the provision of ambulances for transporting the human remains of overseas Pakistanis from the Airport to their hometowns.

xiv. One Window Facilitation Desk (OWFD)

- One Window Facilitation Desk established at all international Airports have been revamped, to ensure provision of high quality of facilitation and assistance to overseas Pakistanis at the time of their international arrival and departure as per international standards.
- Digital signage has been installed with round the clock dissemination of information on OPF and its activities/project at Islamabad, Karachi, Lahore, Peshawar and Faisalabad airports. Further, on the direction of the SAPM on OP&HRD facility of internet, computer along with printer have been

provided at airports for the convenience of overseas Pakistanis. New trained Facilitation Officers appointed with specially designed uniform to facilitate overseas Pakistanis. Biometric attendance system installed to ensure presence of officials round the clock.

xv. Repatriation

- 279 and 271 students stranded in Wuhan, China have been repatriated through special flight on 05.06.2020 and 19-05-2020 respectively.
- 271 students stranded in Wuhan, China have been repatriated through special flight on 19.05.2020.
- A two-month-old child Master. Faisal Hafeez arrived at Islamabad from Bahrain by flight no GF-772 dated on 11.05.2020. On personal intervention of SAPM on OP&HRD, special flight clearance was granted which made it possible for evacuation of the child, as the flight was carrying no other passenger. Necessary facilitation provided by OPF officials for fast track clearance of family of the child at IIAP.
- On 15-05-2020, some Pakistani workers working in Oil & Gas companies in Iraq who were stranded, safely evacuated to Pakistan.
- Mr. Nauman Masih, A critically injured patient repatriated from Malaysia. He was facilitated and ambulance was provided ambulance to him from Peshawar Airport to his native town Mian Channu.
- The dead body of late. Shouket Ali was flown from Iraq to Islamabad on flight number PK-9814 on 07. 04.2020. He was transported to his home town on OPF ambulance along with OPF staff.
- Mr. Haseeb-ur-Rehman who was A cancer patient and who arrived Pakistan by PIA Flight PK782 from Istanbul to Islamabad on 03.04.2020. Ambulance was provided from Islamabad to his home town and all necessary facility was provided.
- Flight carrying 210 Overseas Pakistanis received by OPF at Islamabad Airport. Out of these 210 passengers, 113 were volunteers.

- Arrangements of flight, in coordination with Aviation Division, for the return of three hundred and twenty-two (322) stranded Pakistanis from Malaysian jails.
- A seriously ill overseas Pakistani was repatriated from Turkey.
- Necessary assistance was provided for repatriation of human remains of six Pakistanis from UAE who died as a result of a fire tragedy at their home.
- Twenty-Eight Overseas Pakistani Drivers were repatriated from Iraq.
- Special flights were organized for return of 1600 stranded overseas Pakistanis from Bangkok; Airport due to closure of Airspace closure.
- Two Pakistani teenage girls were repatriated from UAE who were trafficked for prostitution by their parents.
- Two Children of overseas Pakistanis family were repatriated from KSA whose parents were caught trafficking drugs in KSA.
- A three years old girl was repatriated from KSA whose parents were caught in drug trafficking in KSA.

xvi. Educational Facilities

OPF has established 25 Educational Institutions throughout the country, including Azad Jammu & Kashmir. These institutions are providing quality education from Pre-Nursery to Graduation level to the children of overseas Pakistanis and general public. Province-wise location and level of OPF Educational Institutions are given as under:

- **Islamabad (2 Colleges)** OPF Girls College, F-8/2, Islamabad with Hostel Facility and OPF Boys College, H-8/4, Islamabad.
- **Punjab (9 Schools)** Two (2) Higher Secondary Schools at Rawalpindi and Sheikhupura. Seven (7) OPF Public Secondary Schools at Kallar Syedan, Sialkot, Multan, Bhalwal, Depalpur, Gujrat and Pakpattan.
- **Sindh (5 Schools)** Five (5) OPF Public Secondary Schools at Badin, Dadu, Larkana, Sanghar and Karachi.

- **Khyber Pakhtunkhwa (4 Schools)** One (1) OPF Primary School, at Peshawar and Three (3) OPF Public Secondary Schools at Mansehra, Hangu and D.I. Khan.
- **Balochistan (2 Schools)** OPF Public Secondary Schools at Quetta and Turbat.
- **AI&K (3 Schools)** OPF Public Secondary Schools at Muzaffarabad, Mirpur and Kotli.

Presently, 19,231 students are enrolled in these 25 Educational Institutions, out of which 4,054 are children of overseas Pakistanis. Children of overseas Pakistanis are given admission throughout the academic year. They are also granted 50% discount in tuition fee upto four (4) children.

xvii. Activities During Financial Year 2019-20

- i. Construction of OPF Peshawar School building was completed and regular classes are now operational at OPF Primary School Peshawar since August, 2019.
- ii. OPF Public School Hangu has been shifted from rented building to the new purpose-built own campus.

xviii. Concession for children of Overseas Pakistanis

- In Financial Year 2019-20, concession in tuition fee amounting to Rs.108.11 million was granted to the children of overseas Pakistanis studying at OPF Educational Institutions.
- In addition to the existing 50% concession in tuition fee for children of overseas Pakistanis at OPF Educational Institutions, OPF BOG has resolved to approve 20% Sibling Discount in Transport Fare as an additional direct benefit to the children of overseas Pakistanis availing school/college transport service.

xix. Facilitation of Disable Students and Parents in OPF Educational Institutions

- Allocation of 3% quota for disabled students at OPF Educational Institutions and provision of wheel-chair at OPF Educational Institutions, to facilitate disabled students and parents.

- OPF BOG has resolved to approve 20% fee discount to the children of disabled persons studying at OPF Educational Institutions.

xx. Faculty Development Programs

- Launched comprehensive Capacity Building Program for teachers of all OPF Educational Institutions, in collaboration with the British Council. More than 100 teachers have been trained and seven (07) OPF Educational Institutions have won International School Award of British Council.
- For professional development of teachers of OPF Educational Institutions, OPF has also signed a Memorandum of Understanding (MoU) with American Board for certification of Teachers which will provide OPF teachers free online access to its resources of modern teaching techniques and pedagogies leading to an internationally recognized teaching certification.

xxi. Evening Shift in OPF Boys College

Started Secondary level classes in evening shift at OPF Boys College, H-8/4, Islamabad.

xxii. Financial relief in wake of Covid-19 Pandemic to students studying at OPF Educational Institutions

To provide financial relief and to facilitate parents in the current pandemic situation, 20% concession in tuition fee has been granted to the students studying at OPF Educational Institutions.

xxiii. Chinese Language Classes

Chinese Language Classes started at OPF Girls/Boys Colleges, Islamabad and OPF Girls Higher Secondary School, Rawalpindi to equip students of OPF Education System with proficiency/credentials in Chinese Language to benefit from future prospects of CPEC.

xxiv. Installation of Biometric Attendance System at OPF Educational Institutions

For real-time monitoring of punctuality and regularity of all employees of OPF Educational Institutions work order was issued for installation Biometric attendance system by the month of April, 2020, however, due to current

pandemic situation the target has been rescheduled, now, installation of biometric equipment at all OPF Educational Institutions will be completed by the end of August, 2020.

xxv. OPF Scholarship Program for Children/Spouse of overseas Pakistanis

- OPF has launched a need-cum-merit based scholarship program for the children of overseas Pakistanis. In this regard, an amount of Rs.12.3 Million has been awarded to the children of overseas Pakistanis studying in Pakistan from Intermediate to Masters/MS level during the Financial Year 2019-20.
- In addition to grant of OPF Scholarships to the children of overseas Pakistanis, OPF BOG has resolved to approve grant of OPF Scholarships to the Spouses of overseas Pakistanis, subject to the condition that the respective candidates fulfill the remaining eligibility criteria and that none of the same overseas Pakistanis parent's children are availing OPF's scholarship facility, at the same time.

xxvi. E-Learning


- While realizing the significance of e-Learning (online lectures) for improving education systems, OPF Education Division has initiated online lectures for providing quality education to the students studying in OPF Educational Institutions located in far flung areas of the country. These online lectures are delivered from fully equipped e-Learning Studio Rooms established at OPF's flagship institutions situated at Islamabad and Rawalpindi.
- Currently, students of the 11 OPF Educational Institutions are benefitting from the online lectures delivered by experienced teachers of OPF Girls College Islamabad, OPF Boys College Islamabad and OPF Girls Higher Secondary School, Rawalpindi.
 - i. OPF Public School, Hangu
 - ii. OPF Public School, Karachi
 - iii. OPF Public School, Kotli
 - iv. OPF Public School, Quetta
 - v. OPF Public School, Sheikhpura
 - vi. OPF Public School, Sanghar

- vii. OPF Public School, Muzaffarabad
- viii. OPF Public School, Dadu
- ix. OPF Public School, Bhalwal
- x. OPF Public School, Multan
- xi. OPF Public School, D.I. Khan

- The overseas chapter of OPF's E-learning Program has been launched from Pakistani Community School in Riyadh, Saudi Arabia. Full fledge online lectures have been started.
- OPF's E-learning Program has been extended to Pakistan International School, Abu-Dhabi. Installation of I.T. equipment and training of staff was planned to be completed by April, 2020, however, due to current pandemic situation the target has been rescheduled. Full fledge online lectures will now be started in October, 2020.

xxvii. Academic Achievements During 2019-20

Shining Star of OPF Educational Institution:

Name of Student	Detail	Picture
Ms. Rakhmeen Gul	Student of OPF Girls College, F-8/2, Islamabad secured 3 rd position (1071/1100) in the Intermediate Level Examination – 2020 of Intermediate and Secondary Education, Islamabad.	

xxviii. Cumulative Matriculation Result (2020) of OPF Educational Institutions

Total No. of Educational Institutions	Total No. of Students Appeared	Total No. of Students Passed	Failed No. of students	Pass Percentage	A+/A1 (No. of Student)	A (No. of Student)	B (No. of Student)	C (No. of Student)	D (No. of Student)
05 OPF Schools / Colleges affiliated with FBISE	519	519	--	100%	220	98	77	44	19

Result of 19 OPF Educational Institutions not announced by the concerned Board of Intermediate and Secondary Education

- 03 students of OPF Girls College secured 99% and above in their matriculation examination.
- 220 students secured A1 grades and 98 students secured A grade in their matriculation examination.

xxix. Cumulative Intermediate Result (2020) of OPF Educational Institutions

Total No. of Educational Institutions	Total No. of Students Appeared	Total No. of Students Passed	Failed No. of students	Pass Percentage	A+/A1 (No. of Student)	A (No. of Student)	B (No. of Student)	C (No. of Student)	D (No. of Student)	E (No. of Student)
02 OPF Colleges	375	375	--	100%	70	105	102	74	22	02
Result of 01 OPF Educational Institution not announced by the concerned Board of Intermediate and Secondary Education										

(Housing Schemes)

- To cater for the housing needs of overseas Pakistanis and to provide them residential facilities, OPF has planned and established a number of housing schemes in different cities of the country. Thousands of plots in these schemes were allotted to overseas Pakistanis.
- OPF has also been involved in construction of its own Educational Institutions and Regional Office buildings at various major cities of the country.

i. Development works carried during the Financial Year 2019-20: -

- Initiation of projects of construction of fifty (50) built-up houses (Country Homes) and six (06) apartment buildings at OPF Housing Scheme, Zone-V, Islamabad.
- Planning / Designing for construction of Apartment Buildings at 58-Kanals Land and Multi story commercial complex at OPF Housing Scheme, Lahore.
- Completion of infrastructure Development Works at 102 Kanal Land at OPF Housing Scheme Zone-V, Islamabad.
- Horticulture and landscaping works at OPF Housing Scheme, Zone-V, Islamabad.
- Construction of small dam / Lake at OPF Housing Scheme Zone-V, Islamabad.
- Underground Electrification Works at OPF Housing Scheme Zone-V, Islamabad.
- Installation of six (06) No's deep tube wells and laying of water pipe line along japan road for supply of portable water to OPF Housing Scheme, Zone-V, Islamabad.

- Revamping of infrastructure (Roads, water supply system and sewerage system) of OPF Housing Schemes Lahore, Mirpur and Peshawar.
- Completion of infrastructure Development of OPF Farm (OPF Greens) Housing Scheme, Raiwind Road, Lahore.
- Installation of LED Street Lights at OPF Farm (OPF Greens) Housing Scheme, Raiwind Road, Lahore. (In progress)
- Planning and Designing of Underground Electrification / Distribution System of OPF Greens Housing Scheme, Raiwind Road, Lahore is in progress.
- Initiation of development activities of OPF Town (200 kanals) at Phase-II Lahore.
- Construction of OPF Society Office Building at OPF Housing Scheme Raiwind Road, Lahore. (Completed)
- Construction of Parks at OPF Housing Scheme, Raiwind Road, Phase-I, Lahore. (Completed)
- Construction of OPF University / College at Sector, F-11/2, Islamabad. (90% Completed)
- Construction work of OPF School Building at Hangu. (Completed)
- Construction of Main Entrance Gate (Gulberg Residencia side) at OPF Housing Scheme Zone-V, Islamabad. (In progress)
- Construction of Playground and Parking Area at OPF School Building, OPF Housing Scheme, Gujrat.
- Construction of Bridge / Culvert and 2nd approach road (from Mangla side) at OPF Housing Scheme, Mirpur (AJK). (in progress)
- Construction of OPF Society Office Building at OPF Housing Scheme Chittarpari, Mirpur (AJK). (in progress)
- Installation of LED Street lights at OPF Housing Schemes in Lahore, Peshawar, Islamabad and Mirpur.

- Initiation of project of construction of hostel building, prayer hall and principal residence at sector H-8/4, Islamabad.
- Revamping / Maintenance works at OPF School Buildings at F-8/2 Islamabad, H-8/4 Islamabad, Dadu.
- Concerted efforts of the SAPM (OP&HRD), 52 Kanals of land at OPF Housing Scheme, Raiwind Road (Phase-I, Extension), Lahore has been retrieved from Qabza Mafia.

➤ **ISO 9001: 2015 Certification**

In order to make OPF an organization compliant to international standards of quality management systems, OPF has recently achieved ISO 9001: 2015 certification. This certification will not only ensure transparency and efficiency, but will also enhance the trust of our Overseas Pakistanis.

➤ **Social Media Campaign**

An extensive social media campaign (Facebook, Twitter, Instagram) highlighting all the services rendered for overseas Pakistanis and its recent accomplishments such as, FER Cards, Scholarship program for the children of overseas Pakistanis, British Council's Faculty Development Program, OPF Membership Cards and delivery in various housing schemes has been launched, which has got a very encouraging response from the overseas Pakistanis.

4.4 Employees' Old-Age Benefits Institution (EOBI)

i. Performance during the Financial Year 2019-20

Targets vis-à-vis Achievements during the Financial Year 2019-20

Registration of Employers		Registration of Employees		Contribution collection (Rs. in Million)	
Target	Achievement	Target	Achievement	Target	Achievement
8,446	3,563	763,723	392,591 (51%)	25,000	21,251.58 (85%)

ii. Achievement since inception to June-2020

1	No. of Employers Registered	130.200	
2	No. of Insured Persons Registered	8,656,119	
3	No. of Pensioners (all categories)	Grant	44,983
		Invalidity	11,205
		Old-Age	425,864
		Survivor	212,511
		Total	694,563
4	Amount of Contribution Collected	197,022,625,502	
5	Amount of disbursed on pension & grants	224,382,932,450	
6	Investment		
	a) Fixed income (PIBs, SSC, Bank deposit/ Accrued profit)	265.56 billion	
	b) Equity Investment	38.75 billion	
	c) Real Estate	55.40 billion	
	Total Investment	359.70 billion	

Note: all amounts are provisional and subject to audit.

iii. Investment department performance during the year 2019-20

- Facilitation to EOBI Pensioners:
 - a. One link charge for EOBI Pensioner for off-net ATM machine usage is waived and now they can withdraw pension from any bank ATM without any charges.
 - b. Amount less than Rs. 500/- can be withdrawn from any of the 30,000/- J.S bank agents across Pakistan. This facility is provided to EOBI pensioners only. No other Government Department disbursing G2P payment has yet achieved this mechanism of withdrawal of residual amount of less than Rs. 500/-
 - c. Pensioners can also use their ATM cards as Debit Card on approx. Rs. 29,000 Point of Sale (POS) across Pakistan for purchases.

5. **Human Resource Development (HRD) Wing**

The HRD Wing is responsible to oversee the matters relating to Workers Welfare Fund (WWF) and Directorate of Workers' Education (DWE). Under the 18th Constitutional Amendment 2010, the subject of labour was devolved to the provinces. However, the responsibility of coordination on labour legislation and reporting on compliance with international labour standards lies with the Federal Government under this Ministry. The wing is also responsible for “coordination” and “keeping a watch on labour legislation from international angle”, which requires the Federal Government to take on analytical work advocating legal and institutional reforms that are necessary to comply with international labour standards.

5.1 **Workers Welfare Fund (WWF)**

i. **Introduction**

Workers Welfare Fund (WWF) and four (04) Provincial Workers Welfare Boards were established under the Workers Welfare Fund Ordinance 1971 with the main objectives of providing finances for welfare of industrial workers including education, training, re-skilling, and apprenticeship.

Workers Welfare Fund is a Federally Managed Fund, under the administrative control of this Ministry. The management of WWF vests in a Governing Body, which has representation of Government, Employers and Workers from Federal and four Provincial Governments.

ii. **Sources of Revenue**

- **WWF Ordinance, 1971 (Section 4 Sub Clause 1)**

- a. 2% of income of every industrial establishment having total income of not less than Rs.0.5 million in an accounting year.
- b. This amount is collected by Federal Board of Revenue and credited to the Workers Welfare Fund Account maintained by AGPR.

iii. **Companies Profit (Workers Participation) Act, 1968 (Chapter “The Schedule Scheme” Section 4 Sub Clause d)**

- Left-over amount of 5% of profit after distribution among eligible workers.
- This amount is directly transferred to the Workers Welfare Fund Trust Fund Account maintained by AGPR.

iv. **Federal/Provincial Governments**

- No funds are provided by the Federation or Provinces to Workers Welfare Fund

- Contribution is only made by the industrial establishments.
- The amount so collected in the fund is utilized for welfare project of the workers including housing, education, health care, vocational training, personal & family welfare (marriage & death grant).

v. Mechanism of Workers Welfare Boards (WWB)

- WWB of respective province conceives a welfare scheme for workers of the province.
- This scheme is approved by the local tripartite Board.
- After approval from local tripartite Board, scheme is placed before Governing Body of Fund for approval.
- All the schemes/projects are demand driven. Hence, WWBs have complete authority to Conceive, Plan, Execute, Monitor and Maintain welfare schemes/projects.
- After approval of the scheme from Governing Body, Workers Welfare Fund releases funds to Provincial WWBs for execution of scheme at their own.

vi. Collection & Allocation (2019-20)

Province	Collection (Rs. in million)	Disbursement (Rs. in million)	Excess/Savings (Rs. in million)
Islamabad	13,571.53	1,404.145	12,167.385
Punjab	1,593.332	4,978.218	-3,384.886
Sindh	4,062.336	0	0
Khyber PakhtunKhawa	38.976	3,423.173	(3,384.197)
Balochistan	0	429.859	(429.859)

vii. Disbursement of funds under welfare heads (2019-20)

Province	Marriage Grant (Rs. in million)	Death Grant (Rs. in million)	Scholarship (Rs. in million)	Total (Rs. in million)
Islamabad	11.400	18.500	248.413	278.313
Punjab	525.000	549.000	1,418.333	2,492.333
Khyber PakhtunKhawa	45.000	45.000	396.218	486.218
Balochistan	11.770	84.500	11.625	107.895

(Development Schemes)

i. Housing Schemes (WWB Balochistan)

S. No.	Name of Scheme	Tender Cost (Rs. in million)	Year of Start	Year of Completion
1	204 Flats Infrastructure development work at Nawa Killi District Quetta.	426.302 M	2011	Civil work completed in June, 2017 and external electric & Sui gas work completed in June, 2020
2	192 Flats Infrastructure development work at Eastern bypass District Quetta.	434.375 M	2011	

ii. WWB Punjab (Housing Schemes)

Name of Schemes	No. of Flats	Cost In. Million	Year of Start	Year of Completion
Establishment of Workers Complex Sundar Industrial Estate Lahore.	720	2,465.077	2018	720 Flats Physical Progress 70%, Completion date August, 2020 remaining 2192 flats (revised PC-I) are under consideration of GB, WWF.

iii. WWB, KPK

S. No.	Name of Schemes	No. of Flats	Cost in Million	Year of Start	Year of Completion
1.	Regilalma (Phase-I), Hayatabad, Peshawar (PC-I)	1200	3254.490	2011	Revised Dec. 2020
2.	Regilalma (Phase-II), Hayatabad, Peshawar (PC-I)	1000	1760.796	2013	Revised Dec. 2020

iv. Workers Welfare Fund, Islamabad

S. No.	Name of Schemes	No. OF Flats/Houses	Cost in Million	Year of Start	Year of Completion
1.	Labour Colony at Japan Road, Zone-V, Islamabad	1,008	1,511.239	2012	March 2021
2.	Labour Colony at Japan Road, Zone-V, Islamabad	500	869.050	2012	March, 2021
3.	504 flats at Labour Complex Taxila.	504	180.362	2013	March 2021

(Educational Schemes)

i. Workers Welfare Fund, Islamabad

Name of Scheme	Cost in Million	Year of Start	Year of Completion
High School at Sanghar, Sindh	159.190	2018	Revised Dec, 2020

ii. KP Board

Name of Scheme	Cost in Million	Year of Start	Year of Completion
Working Folk Grammer School at Shahbaz Azmat Khel, Bannu	219.920	2018	Revised Dec, 2020

iii. Balochistan Board

S. No.	Name of Schemes	Cost in Million	Year of Start	Year of Completion
1.	Girls High School at Sor-Range, District Quetta.	187.942	2018	Revised Dec, 2020
2.	Girls High School at Sibi	154.178	2018	Dec, 2020

(Health Schemes)

iv. Workers Welfare Fund, Islamabad

Name of Schemes	Cost in Million	Year of Start	Year of Completion
50 Bed Hospital at Choundko, Distt. Khairpur, Sindh	447.621	2015	Revised Dec, 2020

5.2 **Directorate of Welfare Education (DWE)**

i. Introduction/Background of Department/Organization

- a. Directorate of Workers Education (DWE) was established in 1982 as an attached department of Ministry of Labour, Manpower and Overseas Pakistanis having mandate to train/educate/create awareness amongst Trade Unionist, Workers and Employers about their rights, obligations, privileges and responsibilities, so that they could play their role effectively and efficiently at workplace/ union/ society through diversified training programs / workshops / seminars and fourteen (14) Regional Centers were established all over the Pakistan.
- b. After 18th Constitutional Amendment, the regional offices were transferred to the respective provinces and the Directorate of Workers Education (DWE), Islamabad office was placed under the administrative control of Capital Administration and Development Division (CA&DD) vide notification dated 30th June, 2011.
- c. On 19th September, 2018 CA&D Division ceased to exist and the DWE was transferred to M/o OP&HRD vide Cabinet Division's Notification dated 19th September, 2018, now DWE is an executive department of M/o OP&HRD.

ii. Vision

To impart knowledge & create awareness amongst the workers, Middle Management, Employers and Trade Union Leaders of public and private sector organizations/obligations, privileges, responsibilities and enhance their capacity to enable them to play their role effectively and efficiently at the workplace, union & society.

iii. Mission

To train manpower as devoted, disciplined and patriotic workers according to the current requirements and become a best training institute.

iv. **Training Module for the Financial Year 2019-20**

Topics	Training Courses
Employees Relations	Labour Laws and Trade Unionism in Pakistan, Collective Bargaining & its stages and Trade Union Registration etc.
Facilitation Forum for Workers Benefits	Role of Workers Welfare Fund (WWF), Employees Old Age Benefit Institute (EOBI), Social Security Institutions (SSI) & National Industrial Relation Commission (NIRC)
International Labour Organization (ILO) & Labour Laws and Industrial Establishments and Commercial Establishments Issues	ILO Standard and Conditions, Industrial Relations Act - 2012 (Collective Bargaining Techniques and industrial disputes settlement strategy) Role of Labour Courts/NIRC, Child Labour and Bonded Labour Issues, Factories Act 1934, Standing Order Ordinance 1968, Workman Compensation Act, 1923
Industrial Workers Families	Entrepreneurial Skill, Work-life Balance & Health, Budgeting, Education for Workers' Families
Health & Safety Management	Factories Act 1934 - Occupational Safety & Health (OSH), Rescue & First Aid at Workplace & Fire Fighting Techniques & Fire Prevention Management
Security & Risk Management	Security threats, Cyber Management & Security Policy Implementation
How to deal Customer	Supply Chain Management, Customer Relation Ship Management & Management Information System (MIS)
Conflict Management	Conflict Resolution, Communication Skills & Anger Management
Office Management	Effective Personal Management, Effective Management & Work Ethics
Change Management	Change Management, Leading by Team Building & Leadership
International Certification	Quality Management ISO 9001, Occupational Safety & Health (OSH-18001) & Environmental Management System ISO 14001
Performance Management	Total Quality Management, Motivation & On-the-Job training
Human Resource Management	Talent Management, Labour Workforce & Time Management

- v. English language courses and a variety of computer training courses, comprising 30 to 45 working days duration, are also offered by DWE.

A) Detail of English Language courses is as under: -

- Basic English Language Course
- Advance English Language Course

B) Detail of Computer Courses is as under: -

- Basic Computer Courses
- Web design and data base courses
- Network administration courses
- Basic English Language courses
- Computer Accounting Peachtree and Quick Book courses
- Auto CAD

DWE is striving hard to create maximum training opportunities for workers and employees, even beyond its capacity in certain cases. Development of effective and information orientated web site of DWE. (<http://www.dwe.gov.pk>) has also played a key role to approach and sensitize the targeted population.

vi. Targets for the financial year 2019-20

S. No.	Description	No. of activities to be conducted	No. of Participants will be trained/ sensitized
1.	Workshops/Courses (In-house)	36	887
2.	Training Courses at Plant Level (at workplace)	53	1,297
3.	Orientation/Awareness/Capacity Building sessions for intended overseas employees /workers	50	1,250
4.	Computer Courses	13	326
5.	English Language Courses	08	204
	Total	160	3,964

vii. Achievements in Financial Year 2019-20

S. No.	Description	No. of activities conducted	No. of Participants trained/sensitized
1.	Workshops/Courses (In-house)	23	658
2.	Training Courses at Plant Level (at Workplace)	47	1,157
3.	Computer Courses	04	99
4.	English Language Courses	04	125
	Total	78	2,039

5.3 Coordination with International Labour Organization (ILO)

The responsibility of coordination on labour legislation and reporting on compliance with international labour standards lies with the Federal Government under the M/o OP&HRD. The mandated function of HRD wing is “coordination” and “keeping a watch on labour legislation from international angle”, which requires the Federal Government to take on analytical work advocating legal and institutional reforms that are necessary to comply with international labour standards.

i. Ratification/acceptance of ILO Conventions/Recommendations

In November, 2019 this Ministry placed 39 ILO instruments adopted during various sessions of International Labour Conference before the Federal Cabinet to fulfill the requirements of Article 19 of ILO Constitution being member of ILO. However, Cabinet directed to hold necessary consultation with the M/o Human Rights, and submit the same again.

Accordingly, the consultation sessions were held, which were attended by Minister for HR, SAPM on M/o OP&HRD and officials from this Ministry in which it was decided that M/o OP&HRD may start consultation process for ratification /acceptance of 15 Conventions/Recommendations (**Annex-III**) whereas, 24 Conventions/Recommendations may be postponed/deferred. The same was placed before the Cabinet in its meeting held in March, 2020 and was approved.

The ratification of ILO Conventions involves various steps like conducting gap analysis to assess the position of national laws viz-a-viz articles of conventions, legal implications, consultation with relevant Ministries/Divisions and Provincial Departments and Tripartite Consultation. In this regard, ILO CO has extended technical assistance and hired the services of 04 Consultants to conduct the gap analysis.

This Ministry is taking steps to fulfill the requisite requirements and once all steps are completed the matter will be placed before the Cabinet for approval.

ii. Federal Tripartite Consultation Committee (FTCC)

This Ministry has established a Federal Tripartite Consultation Committee (FTCC) in compliance of ILO Convention 144 on Tripartite Consultation in July, 2014. The Provincial Government was also asked to establish similar Provincial Tripartite Committees to fulfill Pakistan's obligation to do so as required by the Convention No. 144 [Tripartite Consultation (International Labour Standards) Convention, 1976]. The FTCC is chaired by the Secretary and having representation of all Provincial Governments Employers' and Workers' Organization and the ILO. FTCC serves as a platform for debate and consensus-based decision making on labour issues of national importance. FTCC is mandated to meet at least once a year. 11th and 12th FTCC meetings were held on 22.10.2019 and 16.04.2020 respectively. In 12th FTCC meeting impact of COVID-19 pandemic on the labour market was discussed in detail. Besides Provincial Labour Secretaries and Employers and Employees' representatives meeting was also attended by the four leading labour specialists.

iii. Decent Work Country Profile

- a. The third Decent Work Program (DWCP-III) for the period 2016-2020. DWCP-III is continuation of earlier programs i.e. DWCP-I and DWCP-II has identified the following four priority areas of action for 2016-2020.
- Promoting Decent Work in the Rural Economy
 - Promoting Job Creation for Youth and Vulnerable Groups
 - Strengthening Compliance with International Labour Standards (ILS) through Social Dialogue
 - Extending Social Protection Floor.
- b. Decent Work Country Profiles are developed in close consultation with constituents, and are intended to facilitate social dialogue and greater engagement of social partners in the design and implementation of policies and programs for decent work and broader national development objectives. Decent Work Country Profiles compile in one document all available data on decent work, statistical and legal indicators, as well as analysis of trends on decent work. The compiled decent work indicators can

serve as a reliable baseline at the stage of defining decent work targets, and as a powerful instrument for the monitoring and evaluation of the DWCP and national policies.

- c. In January, 2019, a team of consultants was engaged to update the DW Country Profile (the first Profile was developed in 2014) and consensus on the list of additional indicators to be included was reached through a tripartite workshop held on 7th December, 2018. Data collection and compilation along with provincial level consultation were carried out from February 2019 to May, 2019. Draft profile was completed in July, 2019. The same was shared with Federal, Provincial and Regional Line Ministries/ Departments and social partners for validation. In order to validate the draft report, a validation workshop of the concerned stakeholders was held on 18.11.2019. Further, the consultant also presented the key finding of report during the 2nd Steering Committee's meeting of Pakistan Decent Work Country program held on 11.02.2020.

iv. Better Work Program

- a. In 2013, Walt Disney Corporation decided to pull out its business from Pakistan and procure its stock only from countries having a high Worldwide Governance Index (WGI) or where International Labour Organization (ILO) Better Work Program (BWP) is operated. The decision of Walt Disney resulted in loss of USD150 million and 25,000 jobs in Pakistan.
- b. The Government of Pakistan is making concerted efforts to initiate International Labour Organization's Better Work Program in Pakistan at the earliest possible. Launching of BWP in Pakistan will pave the way for enhanced sourcing of Pakistan's products particularly textiles by leading buyers in the world, who are increasingly turning towards International Labour Standards compliant manufacturers. The program will help improve Pakistan's compliance and exhibit its commitment to improve labour welfare. Next meeting of the BW Management group will be held in the month of November, 2019 and the case for initiation of BWP in Pakistan will

also be included in the agenda of that meeting. The management group has to provide an updated position regarding action taken by the Government of Pakistan by the end of October, 2019.

- c. Many rounds of meetings have been held at this Ministry with the representatives of Employees, Employers and the Provinces in this regard. Further four ILO's Mission visited Pakistan for scoping/feasibility, finalization of Country strategy and to discuss design options for the program in Pakistan from 2017 to 2019. The team and ILO officials from ILO Country Office during visits also held meetings with various sector specific stakeholders. A Steering Committee was also constituted by this Ministry on 24.04.2019 to initiate and implement the Better Work Program in Pakistan.
- d. Better Work Management Group considered the case of initiation of Better Work Program in Pakistan in its meeting held on 25.11.2019 stating that it has been encouraged by the progress made to address the unidentified risks and has instructed Better Work team to take necessary steps to launch a three year pilot program in Pakistan contingent on tripartite acceptance of some prerequisites, including securing of funding gap of 3 million US dollars to meet the total cost of three year pilot program by the Government of Pakistan

v. Reports on ILO Ratified Conventions

- a. Pakistan has been as important and active member state of the ILO since its inception in 1947. The Government of Pakistan has ratified 36 ILO Conventions including all eight Fundamental Conventions. The responsibility of coordination on labour legislation and reporting on compliance with International Labour Standards is vested with the Federal Government under the M/o OP&HRD. Under Article 22 of the ILO Constitution, each member state is obliged to submit annual reports to ILO stating the measures which it has taken to give efforts to the provision of Ratified Conventions, both in law and practice. For the year 2019, the

Government of Pakistan was obliged to submit reports on the following Ratified Conventions between 01 June, 2019 and 01 September, 2019:

- i. C29-Forced Labour Convention, 1930, (Pakistan Ratification: 1957)
- ii. C081 - Labour Inspection Convention, 1947, (Pakistan Ratification: 1953)
- iii. C090- Night work of young persons (Industry) Convention (Revised), 1948. (Pakistan Ratification: 1951).
- iv. C105- Abolition of Forced Labour Convention, 1957, (Pakistan Ratification: 1960)
- v. C138- Labour Inspection Convention, 1947, (Pakistan Ratification: 1953)
- vi. C182- Worst Forms of Child Labour Convention, 1999, (Pakistan Ratification:2001)

- b. It is pertinent to mention that the Federal Government under Ministry of OPHRD succeeded in submitting the reports on the Ratified Conventions in the stipulated time period.

vi. Reports on ILO Un-Ratified Conventions and Recommendations

- a. Under Article 19 of the ILO Constitution; the member states are required to submit reports on Un-Ratified Conventions/Recommendations of ILO; on measures they have taken to give effect to any provision of certain Conventions or Recommendations, and to indicate any obstacles which have prevented or delayed the ratification of a particular Convention. The reports on Un- Ratified Conventions and Recommendations due on Government of Pakistan for the year 2019- 20 were following:
 - i. Nursing Personnel Convention, 1977 (No. 149)
 - ii. Domestic Workers Convention 2011 (No 189)
 - iii. Nursing Personnel Recommendation, 1977 (No. 157)
 - iv. Domestic Workers Recommendation, 2011 (No. 201)
- b. Reports on the Un-Ratified Conventions were successfully submitted to ILO before the due date 28th February, 2020.

**ANNEXURES,
TABLES &
GRAPHS**

Annex 1: List of Community Welfare Attaches (CWAs) posted in Pakistan Missions abroad

1.	Vacant Community Welfare Attaché, Embassy of Pakistan, Abu Dhabi, UAE.	2.	Ms. Saulat Saqib, Community Welfare Attaché, Consulate General of Pakistan, Dubai-I, UAE
3.	Vacant Community Welfare Attaché, Consulate General of Pakistan, Dubai-II, UAE	4.	Mr. Waqas Ahmad Langah, Community Welfare Attaché, Embassy of Pakistan, Baghdad, Iraq.
5.	Vacant Community Welfare Attaché, Embassy of Pakistan, Doha-I, Qatar.	6.	Vacant (Newly Created) Community Welfare Attaché, Embassy of Pakistan, Doha-II, Qatar.
7.	Mr. Majjid Husain Memon, Community Welfare Attaché, Consulate General of Pakistan, Jeddah-I, Saudi Arabia.	8.	Vacant Community Welfare Attaché, Consulate General of Pakistan, Jeddah-II, Saudi Arabia.
9.	Vacant (Newly Created) Community Welfare Attaché, Consulate General of Pakistan, Jeddah-III, Saudi Arabia.	10.	Mr. Abdul Shakoor Shaikh, Community Welfare Attaché, Embassy of Pakistan, Riyadh-I, Saudi Arabia.
11.	Mr. Mahmood Latif, Community Welfare Attaché, Embassy of Pakistan, Riyadh-II, Saudi Arabia.	12.	Vacant (Newly Created) Community Welfare Attaché, Embassy of Pakistan, Riyadh-III, Saudi Arabia.
13.	Mr. Saad Bin Rafiq, Community Welfare Attaché, Embassy of Pakistan, Manama, Bahrain.	14.	Vacant Community Welfare Attaché, Embassy of Pakistan, Muscat, Oman.
15.	Vacant Community Welfare Attaché, Embassy of Pakistan, Athens, Greece.	16.	Vacant Community Welfare Attaché, Consulate General of Pakistan, Barcelona, Spain
17.	Vacant Community Welfare Attaché, Embassy of Pakistan, Kuwait.	18.	Vacant Community Welfare Attaché, High Commission for Pakistan, Kuala Lumpur, Malaysia.
19.	Mr. Muhammad Shafiq Haider, Community Welfare Attaché, Embassy of Pakistan, Seoul, South Korea.	20.	Vacant Community Welfare Attaché, Consulate General of Pakistan, Milan, Italy.
21.	Ms. Fizzah Niazi, Community Welfare Attaché, Consulate General of Pakistan, Manchester, UK.	22.	Vacant Community Welfare Attaché, Consulate General of Pakistan, New York, USA.
23.	Vacant (Newly Created) Community Welfare Attaché, Embassy of Pakistan, Pretoria, South Africa.	24.	Vacant (Newly Created) Community Welfare Attaché, Embassy of Pakistan, Tokyo, Japan.

Annex 2: Job Description of Community Welfare Attaches

Export of Manpower

1. Assessment of manpower situation in the country/areas of posting, employment impact of economic plans and current employment opportunities, categories of manpower in short supply and proposals for the promotion of employment of Pakistani manpower.
2. Collection, scrutiny, analysis and processing of foreign employment market data and supply of relevant material.
3. Maintenance of liaison with foreign Governments in matters of recruitment of Pakistanis in various categories. Also monitor the policies of the host countries for foreign workers and keep the Ministry/Bureau informed about.
4. Establish and maintain close contacts with the foreign firms who are in need of manpower for their ventures working in different countries.
5. Reporting to the Government malpractices indulged by the licensed Overseas Employment Promoters.
6. Maintain register of attestation of Power of attorney, Demand letter, Foreign Service Agreement and SikkaWikala.
7. Confirmation of demand from the employer referred by Protector of Emigrants.
8. Reply inquiries of foreign employers regarding recruitment procedure, minimum wage rate of Pakistani manpower in different categories and list of OEPs.
9. Supply information about quotations for contracts, award of contracts with complete address; fax number, phone number of contractors and value of the project etc.
10. Motivating people to work for social and economic stability/national reconstruction through maximization of home remittances and home investment.
11. Creating awareness among Pakistani workers of the benefits of remitting their hard-earned money through legal channels instead of unscrupulous individual.
12. Keeps the Ministry/Bureau informed of the current wage rate prevalent in the country of their posting.

Welfare of overseas Pakistanis

13. Study the given problems for formulating suggestions/guideline programs regarding typical issues.
14. Meeting Pakistani workers individually and collectively with a view to ascertain their problems.
15. Rendering help to resolve difficulties and disputes between the employers and the workers, recovery of dues, compensation/social security refund and insurance etc.
16. Enforcement of terms and conditions in Foreign Service Agreement of Pakistanis employed through OEPs and OEC.
17. Assisting Pakistani employees in securing the benefits of conditions of work and employment under local labour laws and ILO Conventions and Recommendations ratified by them.
18. Handling of cases of illegal emigrants and suggesting measures to curb illegal emigration.
19. Helping Pakistanis to initiate action to organize/conduct voluntary self-help programs.

Annex 3: List of instruments adopted by ILC since 81st Session (199ft proposed to be ratified/accepted)

- i. Instruments adopted in the 81st ILC Session (199 ft)**
 - a. Convention 175: Part Time Work Convention, 1994
 - b. Recommendation 182 on Part Time Work, 1994
- ii. Instruments adopted in the 85th ILC Session (1997)**

Recommendation 188 on Private Employment Agencies, 1997
- iii. Instruments adopted in the 86th ILC Session (1998)**

Recommendation 189 on Job Creation in Small and Medium Sized Enterprises, 1998
- iv. Instruments adopted in the 88th ILC Session (2000)**
 - a. Convention 183: Maternity Protection, 2000
 - b. Recommendation 191 on Maternity Protection, 2000
- v. Instruments adopted in the 90th ILC Session (2002)**

Recommendation 193 on Promotion of Cooperatives, 2002
- vi. Instruments adopted in the 92nd ILC Session (2004)**

Recommendation 195 on Human Resources Development, 2004
- vii. Instruments adopted in the 94th th ILC Session (February 2006)**

Convention on Maritime Labour, 2006
- viii. Instruments adopted in the 95th ILC Session (June 2006)**

Recommendation 198 on Employment Relationship Recommendation, 2006
- ix. Instruments adopted in the 99th ILC Session (2010)**

Recommendation 200 on HIV and AIDS, 2010
- x. Instruments adopted in the 100th ILC Session (2011)**
 - a. Convention 189: Domestic Workers, 2011
 - b. Recommendation 201 on Domestic Workers, 2011
- xi. Instruments adopted in the 101st ILC Session (2012)**

Recommendation 202 on Social Protection Floors, 2012
- xii. Instruments adopted in the 106th ILC Session (2017)**

Recommendation 205 Concerning Employment and Decent Work for Peace and Resilience, 2017

Table 1: Country-Wise Data of overseas Pakistanis

S. No.	Country	Number of overseas Pakistanis
1.	Afghanistan	1,768
2.	Algeria	2,500
	Mali	1,500
	Mauritania	50
3.	Argentina	80
	Chile	2,000
	Ecuador	225
	Paraguay	30
	Peru	250
	Uruguay	75
4.	Australia	100,000
5.	Austria	10,000
	Slovak Republic	100
6.	Azerbaijan	600
	Georgia	27
7.	Bahrain	117,000
8.	Bangladesh	850
9.	Belarus	120
10.	Belgium	15,000
11.	Bosnia-Herzegovina	25
	Croatia	10
12.	Brazil	400
	Bolivia	40
	Colombia	80
	Guyana	25
	Suriname	25
	Venezuela	40
13.	Brunei Darussalam	1,600
14.	Bulgaria	70
15.	Cambodia	350
16.	Canada	350,000
17.	China	15,000
18.	Hong Kong	19,000
19.	Cuba	7
	Grenada	21
	Haiti	9
	Honduras	9
	Nicaragua	14
	Barbados	10
20.	Czech Republic	598
21.	Denmark	30,000
22.	Egypt	800
23.	Ethiopia	240

	Djibouti	300
	South Sudan	250
24.	France	120,000
25.	Germany	103,220
26.	Greece	24,679
27.	Hungary	365
28.	India	10,000
29.	Indonesia	710
30.	Iran	40,000
31.	Iraq	5,500
32.	Ireland	12,891
33.	Italy	130,593
34.	Japan	14,312
35.	Jordan	16,500
36.	Kazakhstan	350
37.	Korea South (ROK)	13,212
38.	Korea North (DPRK)	10
39.	Kenya	10,000
	Burundi	500
	Eritrea	100
	Rwanda	500
	Uganda	5,000
40.	Kuwait	104,979
41.	Kyrgyzstan	2,000
42.	Lebanon	733
	Cyprus	4,000
43.	Libya	6,000
44.	Malaysia	75,235
45.	Maldives	450
46.	Mauritius	378
	Madagascar,	138
	Seychelles	28
	Union of Comoros	14
47.	Mexico	275
48.	Morocco	83
	Liberia	500
49.	Myanmar	700
50.	Nepal	86
51.	Netherlands	22,897
52.	New Zealand	7,500
53.	Niger	68
54.	Nigeria	2,050
55.	Norway	43,776
	Iceland	50
56.	Oman	244,866
57.	Philippines	1,506

58.	Poland	1,318
	Latvia	210
	Estonia	160
59.	Portugal	3,380
60.	Qatar	140,000
61.	Romania	300
	Moldova	5
62.	Russian Federation	1,200
63.	Saudi Arabia	2,714,684
64.	Senegal	122
	Cote d'Ivoire	66
	Gambia	109
	Guinea Conakry	50
	Guinea-Bissau	10
	Sierra Leone	80
65.	Serbia and Montenegro	28
66.	Singapore	5,000
67.	South Africa	200,000
68.	Spain	100,000
69.	Sri Lanka	230
70.	Sudan	2,000
71.	Sweden	16,000
	Finland	1,700
72.	Switzerland	3,033
73.	Syria	481
74.	Tajikistan	51
75.	Tanzania	3,050
76.	Thailand	6,500
77.	Tunis	500
78.	Turkey	550
79.	Turkmenistan	14
80.	United Arab Emirates (UAE)	1,600,000
81.	United Kingdom (UK) and Scotland	1,175,000
82.	United States of America (USA)	1,000,000
83.	Ukraine	2,000
84.	Uzbekistan	357
85.	Vietnam	95
	Laos PDR	50
86.	Zimbabwe	700
	Angola	75
	D.R. Congo	115
	Malawi	515
	Zambia	350
Total number of Overseas Pakistanis		8.6 million (estimated)

Source: Ministry of Foreign Affairs

Table 2: The Year-Wise remittances sent by the workers during the Last Four and current Financial Year 2019-20.

(Provisional)
(Million US Dollars)

Country	2015-16	2016-17	2017-18	2018-19	2019-20
1. USA	2,524.73	2,452.93	2,713.73	3,409.98	4,163.39
2. U.K.	2,579.69	2,341.66	2,762.61	3,411.60	3,465.61
3. Saudi Arabia	5,968.25	5,469.81	4,858.79	5,003.05	5,432.63
4. UAE	4,365.29	4,328.15	4,333.48	4,619.52	4,662.52
Dubai	2,877.74	2,845.31	3,173.44	3,077.63	3,207.46
Abu Dhabi	1,418.28	1,426.81	1,107.47	1,488.01	1,389.51
Sharjah	66.50	50.54	47.56	37.19	31.67
Other	2.77	5.49	5.01	16.69	33.88
5. Other GCC Countries	2,422.71	2,325.48	2,158.30	2,119.12	2,162.08
Bahrain	448.44	396.39	355.67	340.16	308.41
Kuwait	773.97	763.80	774.22	725.80	612.95
Qatar	380.86	404.40	371.08	385.97	483.94
Oman	819.44	760.89	657.33	667.19	756.78
6. EU Countries	417.77	482.69	656.08	608.99	686.20
Germany	93.66	94.09	127.76	123.46	131.34
France	36.54	47.40	54.14	61.41	79.56
Netherlands	5.19	5.53	7.03	6.84	7.20
Spain	52.97	55.81	129.51	150.94	137.58
Italy	43.50	60.71	97.93	111.15	142.92
Greece	9.83	23.17	32.12	49.61	78.23
Sweden	15.46	18.91	19.36	16.94	15.94
Denmark	10.38	12.80	13.65	15.82	16.63
Ireland	142.70	155.32	158.04	51.15	17.37
Belgium	7.54	8.95	16.54	21.66	59.43
7. Malaysia	808.91	1,067.41	1,148.13	1,551.77	1426.31
8. Norway	34.87	41.31	47.75	43.48	35.42
9. Switzerland	25.69	26.36	27.45	31.08	19.73
10. Australia	193.90	204.71	228.35	246.06	228.94
11. Canada	175.99	187.42	211.02	213.00	211.39
12. Japan	13.18	14.31	22.77	22.95	31.12
13. Other Countries	385.78	409.12	454.16	560.88	595.63
Total	19,916.76	19,351.40	19,622.65	21,841.51	23,120.97

Source: State Bank of Pakistan

Table 3: Statement showing the number of persons proceeded for employment abroad through OEC during the Financial Year 2019-20

S. No.	Name of Country	Number of Person dispatched
1.	South Korea	309
2.	Saudi Arabia	70
3.	Oman	23
4.	Qatar	23
5.	Syria	13
6.	Malaysia	06
Grand Total:		444

Table 4: List of CWAs along with stations

Country = 16, Missions = 18 and Post of CWAs = 24

S. No.	Country	No. of Missions	Station / Mission	No. of CWAs
1	Bahrain	1	Bahrain	1
2	Greece	1	Athens	1
3	Italy	1	Milan	1
4	Iraq	1	Baghdad	1
5	Kuwait	1	Kuwait	1
6	Malaysia	1	Kuala Lumpur	1
7	Oman	1	Muscat	1
8	Qatar	1	Doha	2
9	Saudi Arabia	2	Jeddah	3
			Riyadh	3
10	South Korea	1	Seoul	1
11	Spain	1	Barcelona	1
12	UAE	2	Abu Dhabi	1
			Dubai	2
13	UK	1	Manchester	1
14	USA	1	New York	1
15	Japan (Newly Created)	1	Tokyo (Newly Created)	1
16	South Africa (Newly Created)	1	Pretoria (Newly Created)	1
Total		18		24

Table 5: Statement showing the number of workers proceeded abroad for employment registered by BE&OE during the Financial Year 2019-20 (Country-Wise)

No.	Countries	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	April	May	Jun	Total
1	Saudi Arabia	31,545	25,348	32,725	41,058	35,939	38,575	42,205	39,734	22,914	0	4	1	310,048
2	UAE	17,804	13,942	16,684	21,102	18,290	15,988	19,852	18,614	11,448	0	0	1	153,725
3	Oman	2,346	2,057	3,010	2,747	2,064	2,330	2,282	2,812	1,848	0	0	2	21,498
4	Qatar	1,335	1,078	1,436	2,093	1,585	1,915	2,914	2,341	729	0	0	4	15,430
5	Bahrain	1,126	876	945	25	1,073	1,204	1,605	1,378	846	0	8	39	9,125
6	Kuwait	5	10	15	4	9	10	10	5	0	0	0	0	68
7	Korea	1	1	1	4	3	7	5	0	0	0	0	2	24
8	Malaysia	750	1,222	1,216	1,314	1,053	936	882	879	511	0	0	0	8,763
9	China	77	146	169	131	143	99	72	28	10	0	0	0	875
10	Algeria	14	0	20	0	0	3	0	4	0	0	0	0	41
11	Angola	1	2	0	2	2	4	2	1	0	0	0	0	14
12	Azerbaijan	1	5	6	9	1	5	5	5	2	0	0	0	39
13	Brunei	9	18	16	10	16	18	6	15	9	0	0	0	117
14	Cameroon	0	0	0	0	0	0	0	0	1	0	0	0	1
15	Croatia	0	0	2	0	0	0	0	0	0	0	0	0	2
16	Cyprus	64	60	56	77	66	43	36	30	18	0	0	0	450
17	Gabon	0	0	0	0	0	0	0	0	0	0	0	0	0
18	Gen-Island	0	0	0	0	0	0	0	0	0	0	0	0	0
19	Germany	25	33	29	20	22	66	44	25	21	0	2	4	291
20	Greece	0	0	0	0	0	1	0	1	0	0	0	0	2
21	Guinea	2	0	1	9	3	2	3	0	0	0	0	0	20
22	Hong Kong	9	4	2	7	1	8	4	6	8	0	2	5	56
23	Iran	0	4	0	0	1	1	2	1	0	0	0	0	9
24	Iraq	367	298	264	294	281	167	268	198	129	0	2	14	2,282
25	Italy	0	1	3	0	0	1	1	3	0	0	0	0	9

26	Japan	20	21	31	49	37	37	59	48	37	0	2	1	342
27	Jordan	27	17	12	19	32	9	28	17	4	0	0	0	165
28	Kenya	3	4	2	2	3	3	5	4	1	0	0	0	27
29	Lebanon	1	2	3	1	1	1	1	0	0	0	0	0	10
30	Libya	0	1	1	1	0	1	1	0	0	0	0	0	5
31	Morocco	0	0	1	1	0	0	0	0	0	0	0	0	2
32	Nigeria	4	7	15	11	4	19	12	11	9	0	0	0	92
33	Sierra Leone	0	1	0	0	0	0	0	0	0	0	0	0	1
34	Singapore	6	9	5	5	10	3	9	3	0	0	0	0	50
35	Somalia	15	4	1	9	11	8	14	8	4	0	0	0	74
36	South Africa	3	75	4	4	1	3	4	3	2	0	0	0	99
37	Spain	21	4	30	79	0	37	22	26	45	0	2	4	270
38	Sudan	50	33	63	88	73	76	46	27	11	0	0	0	467
39	Sweden	12	10	4	7	10	8	4	0	0	0	1	3	59
40	Switzerland	0	2	3	0	3	5	3	2	1	0	0	0	19
41	Syria	0	0	0	0	0	0	0	0	0	0	0	0	0
42	Tanzania	6	2	4	6	3	2	6	1	2	0	0	2	34
43	Tunisia	3	1	0	1	1	0	4	2	0	0	0	0	12
44	Turkey	3	6	10	3	7	4	12	5	4	0	0	0	54
45	Turkmenistan	0	0	0	1	1	0	0	0	0	0	0	0	2
46	UK	89	106	83	96	80	88	126	126	64	5	1	3	867
47	USA	41	26	19	34	38	75	76	44	20	2	2	38	415
48	Uganda	6	8	8	5	4	6	7	8	5	0	0	0	57
49	West Africa	0	0	0	0	0	0	0	0	0	0	0	0	0
50	Yemen	0	1	1	12	4	0	0	6	1	0	0	0	25
51	Zambia	2	4	4	2	2	2	2	4	1	0	0	0	23
52	Other	232	313	389	1798	453	455	575	440	300	9	13	54	5,031
Total		56,025	45,762	57,293	71,140	61,330	62,225	71,214	66,865	39,005	16	39	177	531,091

Graph 1: Number of workers proceeded to the major countries for employment regeistered by BE&OE (Financial Year 2019-20)

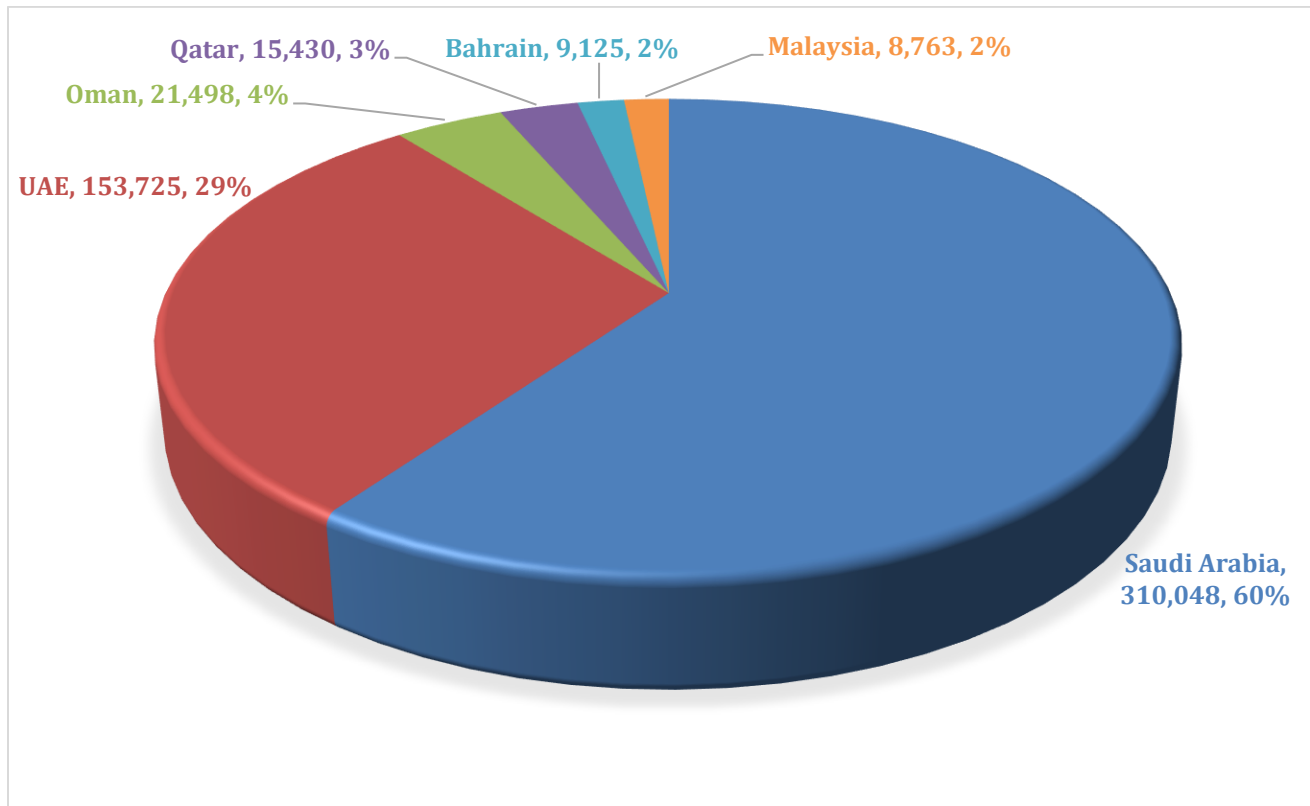


Table 6: Statement showing the number of workers proceeded abroad for employment registered by BE&OE during the Financial Year 2019-20 (Category-Wise)

S.#.	CATEGORY	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total
1	Accountant	299	208	295	364	354	389	466	429	240	0	1	1	3,046
2	Agriculturist	223	124	148	340	261	141	226	334	199	0	0	1	1,997
3	Artist	10	9	21	12	17	6	7	6	7	0	0	0	95
4	Blacksmith	45	28	64	99	92	106	88	131	70	0	0	0	723
5	Cable Jointer	1	1	50	3	1	3	5	2	2	0	0	0	68
6	Carpenter	930	609	936	1051	998	1057	1218	963	652	0	0	0	8,414
7	Clerk/Typist	636	524	626	906	754	787	916	828	418	0	0	0	6,395
8	Comp./Prog/Ana	58	116	107	91	111	133	150	141	55	1	1	5	969
9	Cook	584	488	617	854	769	751	765	682	330	0	0	9	5,849
10	Denter	12	29	10	26	18	19	19	8	5	0	0	0	146
11	Designer	35	28	26	34	21	34	35	24	13	0	0	1	251
12	Doctor	133	149	153	139	133	145	160	173	93	8	10	64	1,360
13	Draftsman	44	54	55	76	63	47	54	39	18	0	0	0	450
14	Driver	19,665	16,245	21,043	26,642	22,567	21,701	23,623	22,940	12,821	0	0	10	187,257
15	Electrician	1092	777	823	1127	1113	1225	1511	1669	780	0	0	1	10,118
16	Engineer	342	307	370	461	445	533	567	545	301	3	4	5	3,883
17	Fitter	373	356	634	632	337	544	1011	441	194	0	1	0	4,523
18	Foreman/Sup	442	424	440	724	611	634	1052	702	331	1	2	5	5,368
19	Goldsmith	8	3	2	3	10	4	12	6	5	0	0	0	53
20	Labourer	23,803	19,664	23,580	28,641	24,632	25,329	29,916	27,942	16,939	0	11	47	220,504
21	Manager	697	644	792	1019	871	921	1035	830	478	3	3	11	7,304
22	Mason	1384	840	1307	1452	1650	1917	1525	1688	1207	0	0	0	12,970
23	Mechanic	511	337	430	576	573	544	633	686	393	0	0	2	4,685

24	Nurse	65	18	24	42	33	27	20	25	26	0	0	0	280
25	Operator	476	391	505	699	484	566	607	666	381	0	0	3	4,778
26	Painter	552	382	499	595	519	623	627	605	433	0	0	0	4,835
27	Pharmacist	12	10	5	10	9	17	31	10	5	0	0	0	109
28	Photographer	1	5	3	1	3	3	1	8	1	0	0	0	26
29	Plumber	338	137	167	251	180	438	328	306	205	0	0	0	2,350
30	Rigger	94	109	186	170	74	53	360	103	31	0	1	0	1,181
31	Salesman	754	652	685	880	730	636	784	774	521	0	4	4	6,424
32	Secy/S.grapher	1	0	0	0	0	0	0	0	0	0	0	0	1
33	Steel Fixer	384	219	517	560	577	568	500	325	271	0	0	0	3,921
34	Storekeeper	28	15	22	37	34	41	32	43	23	0	0	0	275
35	Surveyor	39	36	37	52	40	67	57	62	25	0	0	1	416
36	Tailor	116	111	97	124	160	128	185	190	166	0	0	0	1,277
37	Teacher	66	158	108	94	80	76	69	49	31	0	0	1	732
38	Technician	1,223	1,119	1,303	1,591	1,467	1,443	1,899	1,857	989	0	1	3	12,895
39	Water/Br.	204	173	182	238	239	245	270	290	124	0	0	2	1,967
40	Welder	345	263	424	524	300	324	450	343	222	0	0	1	3,196
	TOTAL:	56,025	45,762	57,293	71,140	61,330	62,225	71,214	66,865	39,005	16	39	177	531,091

Table 7: Statement showing the number of workers proceeded abroad for employment registered by Bureau of Emigration and Overseas Employment during the Financial Year 2019-20 (Province-Wise)

Province	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total
Federal	406	385	412	529	471	448	551	505	288	4	2	7	4,008
Punjab	29,568	23,884	29,841	36,738	31,622	31,705	37,635	34,805	20,374	6	18	98	276,294
Sindh	4,245	3,586	4,613	5,536	4,779	4,633	5,315	4,625	2,674	5	9	39	40,059
KPK	17,282	14,368	17,806	22,440	19,469	20,037	21,745	21,253	12,056	0	8	16	166,480
Baluchistan	462	357	502	549	407	441	493	529	331	0	0	0	4,071
Azad Kashmir	2,112	1,634	2,099	2,396	2,122	2,365	2,456	2,247	1,455	1	1	14	18,902
Northern Area	54	53	58	79	72	73	78	77	45	0	0	0	589
Tribal Area	1,896	1,495	1,962	2,873	2,388	2,523	2,941	2,824	1,782	0	1	3	20,688
Total	56,025	45,762	57,293	71,140	61,330	62,225	71,214	66,865	39,005	16	39	177	531,091

Graph 2 Number of Workers Registered For Overseas Employment By BE&OE (Financial Year 2019-20, Province Wise)

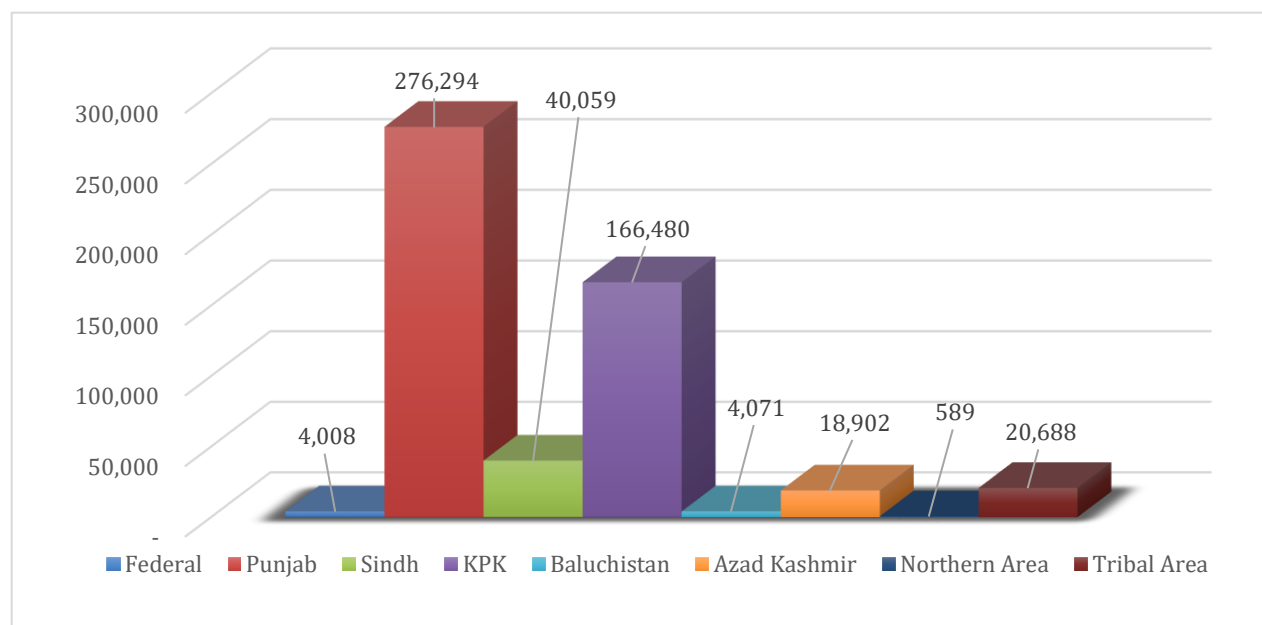


Table 8: Statement showing the number of workers proceeded abroad for employment registered by Bureau of Emigration & Overseas Employment during the Financial Year 2019-20 (protectorate -wise)

Protectorate of Emigrants	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total
Karachi	8,659	7,149	9,282	11,313	9,865	10,087	11,231	9,953	5,809	5	8	39	83,400
Lahore	11,276	9,359	12,241	14,869	12,604	11,979	16,350	14,227	8,084	3	11	64	111,067
Multan	7,668	5,742	6,698	8,587	7,289	7,168	8,267	8,104	4,546	0	6	25	64,100
Rawalpindi	12,466	10,264	12,941	15,655	13,952	14,809	15,297	14,762	9,446	8	7	30	119,637
Peshawar	7,941	6,594	8,014	10,506	9,016	9,124	10,291	10,108	5,772	0	7	18	77,391
Malakand	7,835	6,517	7,959	10,025	8,471	8,880	9,643	9,573	5,248	0	0	1	74,152
Quetta	180	137	158	185	133	178	135	138	100	0	0	0	1,344
Total	56,025	45,762	57,293	71,140	61,330	62,225	71,214	66,865	39,005	16	39	177	531,091

Graph 3: Workers Registered For Overseas Employment By BE&OE (Financial Year 2019-20)

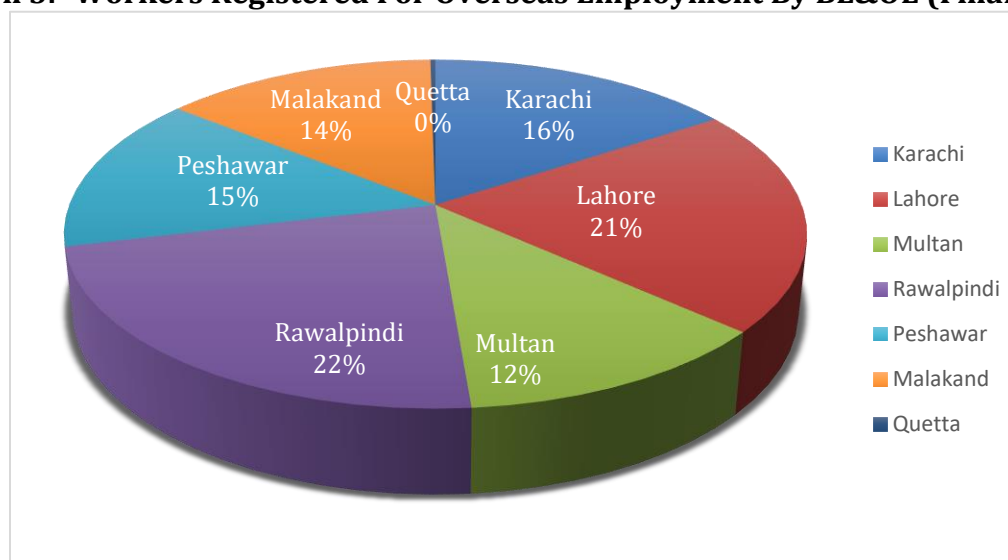


Table 9: Statement showing the number of workers proceeded abroad for employment registered by BE&OE during the Financial Year 2019-20 (District-Wise)

S. No	Name of the District	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	Total
1.	Islamabad	406	385	412	529	471	448	551	505	288	4	2	7	4008
2.	Attock	858	650	912	1097	945	950	1146	1030	663	0	0	0	8251
3.	Bahwalnagar	513	413	527	659	580	544	687	637	403	0	1	3	4967
4.	Bahwalpur	658	512	661	861	759	755	879	860	482	0	2	0	6429
5.	Bhakar	97	82	88	131	98	83	121	103	45	0	0	0	848
6.	Chakwal	490	431	507	684	584	629	697	671	434	0	0	0	5127
7.	Chiniot	91	66	89	118	108	84	130	76	68	0	0	0	830
8.	Dera Ghazi Khan	3138	2175	2226	2671	2289	2422	2653	2689	1285	0	0	2	21550
9.	Faisalabad	1494	1288	1658	2023	1694	1735	2029	1786	1129	0	1	4	14841
10.	Gujranwala	1852	1674	2069	2472	2304	2094	2631	2236	1405	0	0	8	18745
11.	Gujrat	1383	1136	1477	1585	1356	1411	1631	1538	935	0	0	4	12456
12.	Hafizabad	353	249	326	442	369	374	495	402	249	0	0	0	3259
13.	Jhang	245	207	331	411	279	323	413	436	207	0	1	2	2855
14.	Jhelum	636	501	619	723	684	672	765	722	429	0	0	0	5751
15.	Kasur	299	242	327	402	384	362	414	330	206	0	2	2	2970
16.	Khanewal	525	422	513	650	541	606	812	699	382	0	0	0	5150
17.	Khushab	195	149	208	237	243	231	284	288	165	0	0	0	2000
18.	Lahore	1350	1204	1635	1965	1533	1565	1891	1746	996	1	3	26	13915
19.	Layya	188	166	223	299	250	239	291	284	152	0	0	1	2093
20.	Lodhran	408	331	362	494	446	470	583	573	308	0	0	0	3975
21.	Mandi Bahauddin	896	708	905	1102	927	947	1014	1036	658	0	0	2	8195
22.	Mianwali	281	210	368	412	351	272	564	440	163	0	0	0	3061
23.	Multan	888	795	928	1273	1163	1105	1383	1307	702	0	0	4	9548
24.	Muzaffargarh	875	709	834	1138	949	941	1138	1131	610	0	0	3	8328
25.	Nankana Sahib	293	266	301	370	327	337	402	335	220	0	0	0	2851
26.	Narowal	1043	886	1147	1470	1281	1212	1397	1301	770	0	0	3	10510
27.	Okara	415	336	388	489	390	436	525	502	301	0	0	2	3784
28.	Pakpattan	209	145	209	251	197	230	274	264	139	0	0	0	1918
29.	Rahim Yar Khan	1217	875	1257	1525	1145	1150	1523	1320	662	0	0	1	10675
30.	Rajanpur	828	575	596	759	583	564	706	668	367	0	0	0	5646

31.	Rawalpindi	1558	1248	1626	1921	1697	1905	1931	1792	1171	3	1	4	14857
32.	Sahiwal	599	457	568	805	664	682	752	672	442	0	3	7	5651
33.	Sargodha	959	701	906	1174	959	947	1100	1096	702	0	3	4	8551
34.	Sheikhupura	754	656	788	1013	893	846	1165	945	577	0	0	1	7638
35.	Sialkot	2563	2180	2721	3247	3037	2833	3222	3070	1824	2	1	10	24710
36.	Toba Tek Sing	763	645	794	972	791	831	972	910	597	0	0	0	7275
37.	Vehari	654	594	747	893	822	918	1015	910	526	0	0	5	7084
38.	Badin	48	41	44	60	54	82	83	54	30	0	0	0	496
39.	Dadu	447	432	567	612	542	447	473	372	300	0	0	0	4192
40.	Ghotki	273	186	329	507	269	276	496	424	155	0	0	2	2917
41.	Hyderabad	79	88	103	119	108	126	123	93	42	0	1	2	884
42.	Jacobabad	34	27	24	44	34	38	34	36	33	0	0	0	304
43.	Jamshoro	103	108	146	166	141	129	154	115	46	0	0	1	1109
44.	Kambar	235	404	565	0	492	435	489	402	316	0	0	0	3338
45.	Karachi (Central)	376	349	386	462	399	419	552	437	247	2	4	6	3639
46.	Karachi (East)	488	443	530	609	600	617	632	570	280	2	1	13	4785
47.	Karachi (South)	295	252	322	435	369	444	478	421	195	1	2	10	3224
48.	Karachi (West)	286	219	251	349	329	317	390	331	184	0	0	2	2658
49.	Kashmore	133	67	97	130	118	104	117	104	63	0	0	0	933
50.	Khairpur	79	63	64	103	90	83	98	99	56	0	0	0	735
51.	Korangi	43	40	76	82	65	57	65	74	29	0	0	1	532
52.	Larkana	287	236	303	336	318	277	305	268	215	0	0	0	2545
53.	Malir	178	201	214	256	239	232	250	201	122	0	1	0	1894
54.	Matari	13	7	12	20	13	7	7	13	5	0	0	0	97
55.	Mirpur Khas	37	31	36	42	45	40	44	50	15	0	0	0	340
56.	Nawabshah	184	153	209	200	189	190	177	208	130	0	0	0	1640
57.	Noushehro Feroze	85	63	80	96	97	61	84	73	46	0	0	0	685
58.	Sanghar	97	80	114	121	109	105	111	114	71	0	0	1	923
59.	Shahdadt	293	0	0	605	0	0	0	0	0	0	0	0	898
60.	Shikarpur	50	47	61	63	34	42	52	49	41	0	0	0	439
61.	Sujawal	3	1	2	2	1	4	3	2	3	0	0	0	21
62.	Sukkur	54	21	36	44	54	47	60	57	34	0	0	0	407
63.	Tando Allah yar	10	13	14	36	32	20	15	31	6	0	0	1	178

64.	Tando Muhammad Khan	4	3	6	7	7	7	5	6	1	0	0	0	46
65.	Tharparkar	6	1	6	7	4	6	4	4	0	0	0	0	38
66.	Thatta	8	2	8	10	16	12	3	5	3	0	0	0	67
67.	Umerkot	16	8	8	13	11	9	11	12	6	0	0	0	94
68.	Abbottabad	629	483	648	765	641	691	804	777	534	0	2	1	5975
69.	Bannu	908	669	757	889	838	802	861	937	487	0	0	0	7148
70.	Batagram	350	300	330	495	479	551	592	504	298	0	0	0	3899
71.	Bonair	574	532	599	681	589	681	587	783	381	0	0	0	5407
72.	Charsada	1015	900	1173	1459	1312	1233	1394	1206	708	0	0	0	10400
73.	Chitral	60	58	51	78	74	103	108	99	45	0	0	0	676
74.	Dera Ismail Khan	108	52	80	99	70	70	95	99	48	0	0	0	721
75.	Hangu	342	315	379	402	384	381	383	457	285	0	1	0	3329
76.	Haripur Hazara	395	306	420	510	446	462	549	533	284	0	0	1	3906
77.	Karak	212	161	206	226	219	227	262	270	143	0	0	2	1928
78.	Kohat	405	391	455	508	568	538	597	535	291	0	0	1	4289
79.	Kohistan	83	69	71	95	92	74	80	89	47	0	0	0	700
80.	Lakki Marwat	115	100	109	142	125	90	132	112	78	0	0	1	1004
81.	Lower Dir	2244	1911	2338	2955	2502	2393	2720	2561	1285	0	0	0	20909
82.	Malakand Agency	844	676	825	1094	882	837	995	926	536	0	0	0	7615
83.	Mansehra	543	443	545	752	675	833	910	860	545	0	0	0	6106
84.	Mardan	1507	1327	1643	2149	1765	1771	1943	2031	1061	0	1	5	15203
85.	Nowshera	468	365	492	612	535	627	599	618	397	0	0	2	4715
86.	Peshawar	1147	957	1195	1571	1354	1385	1452	1376	787	0	4	1	11229
87.	Shangla	298	222	304	385	389	398	412	421	238	0	0	0	3067
88.	Swabi	1056	844	1117	1499	1295	1233	1318	1269	881	0	0	1	10513
89.	Swat	2597	2109	2622	3272	2691	2946	3077	3134	1727	0	0	1	24176
90.	Tank	80	56	63	69	57	65	66	68	49	0	0	0	573
91.	Torghar	7	6	20	11	11	14	13	18	5	0	0	0	105
92.	Upper Dir	1300	1116	1364	1722	1476	1632	1796	1570	916	0	0	0	12892
93.	Bajour Agency	237	214	303	494	385	429	487	485	263	0	0	0	3297
94.	Khyber Agency	186	167	192	270	230	272	297	293	166	0	0	1	2074
95.	Kurram Agency	375	281	375	510	497	533	526	536	374	0	0	0	4007

96.	Mehmand Agency	197	195	215	390	259	299	378	277	151	0	1	1	2363
97.	North Waziristan Agency	545	342	526	781	583	611	740	735	533	0	0	0	5396
98.	Orakzai Agency	133	134	135	139	177	117	181	197	108	0	0	0	1321
99.	South Waziristan Agency	192	133	160	235	197	205	279	258	161	0	0	1	1821
100.	Tribal Area (Adj. Peshawar)	1	4	0	2	3	2	4	3	2	0	0	0	21
101.	Tribal Area (Adj. Bannu)	8	11	38	36	37	42	35	24	16	0	0	0	247
102.	Tribal Area (Adj. D.I. Khan)	8	8	3	3	7	6	5	2	1	0	0	0	43
103.	Tribal Area (Adj. Kohat)	10	6	15	13	13	7	9	14	7	0	0	0	94
104.	Awaran	9	4	8	7	5	7	5	8	1	0	0	0	54
105.	Barkhan	21	16	16	20	12	16	9	9	9	0	0	0	128
106.	Bolan	0	0	0	0	0	0	0	0	0	0	0	0	0
107.	Chaghi	17	5	8	10	7	11	15	9	3	0	0	0	85
108.	Dera Bugti	6	7	7	2	5	2	5	4	10	0	0	0	48
109.	Gowadar	9	6	10	31	5	8	11	7	7	0	0	0	94
110.	Harnai	1	2	1	0	2	0	0	2	1	0	0	0	9
111.	Jaffarabad	16	7	16	16	13	10	13	14	7	0	0	0	112
112.	Jhalmagsi	6	2	4	3	4	4	5	4	4	0	0	0	36
113.	Kachhi	1	1	3	8	2	2	0	2	0	0	0	0	19
114.	Kalat	7	4	7	13	9	6	8	3	7	0	0	0	64
115.	Kech	13	6	17	8	4	8	10	4	5	0	0	0	75
116.	Kharan	7	10	16	19	13	7	12	8	6	0	0	0	98
117.	Khuzdar	47	35	114	63	32	50	65	52	29	0	0	0	487
118.	Killa Abdullah	16	10	10	14	8	20	21	20	14	0	0	0	133
119.	Killa Saifullah	2	0	1	1	0	2	1	3	1	0	0	0	11
120.	Kohlu Agency	6	7	5	12	11	4	4	5	4	0	0	0	58
121.	Lasbela	46	32	44	54	26	32	39	78	57	0	0	0	408
122.	Lehri	0	0	0	0	0	0	0	0	0	0	0	0	0

123.	Loralai	6	5	4	6	8	5	8	6	3	0	0	0	51
124.	Mastung	3	1	5	2	2	6	4	3	0	0	0	0	26
125.	Musakhel	4	3	3	5	1	2	1	5	4	0	0	0	28
126.	Nasirabad	9	7	5	3	5	3	6	7	0	0	0	0	45
127.	Noshki	34	18	24	41	21	19	21	27	14	0	0	0	219
128.	Panjgur	7	9	10	15	5	4	6	10	1	0	0	0	67
129.	Pishin	4	5	8	13	7	5	2	13	4	0	0	0	61
130.	Quetta	100	94	76	124	144	125	165	174	91	0	0	0	1093
131.	Sherani	29	20	38	29	23	34	26	23	22	0	0	0	244
132.	Sibi	0	1	0	1	1	4	0	0	2	0	0	0	9
133.	Sohbatpur	1	0	2	1	0	0	0	0	0	0	0	0	4
134.	Turbat	0	0	0	0	0	0	0	0	0	0	0	0	0
135.	Washuk	10	7	17	11	13	9	7	7	9	0	0	0	90
136.	Zhob	24	32	21	17	18	35	23	21	15	0	0	0	206
137.	Ziarat	1	1	2	0	1	1	1	1	1	0	0	0	9
138.	Bagh	195	168	216	264	243	253	266	237	146	0	0	1	1989
139.	Bhimber	272	214	301	322	252	284	292	273	188	0	0	0	2398
140.	Hattian	51	35	45	55	43	49	45	54	37	0	0	0	414
141.	Haveli	14	15	19	27	31	37	36	24	23	0	0	0	226
142.	Kotli	619	488	637	687	603	672	725	625	402	0	0	0	5458
143.	Mirpur	81	89	95	121	103	83	101	103	69	0	1	1	847
144.	Muzaffarabad	171	143	156	198	170	229	212	232	142	0	0	0	1653
145.	Neelum	27	15	25	34	37	31	31	32	21	0	0	0	253
146.	Poonch	456	321	425	465	438	473	513	472	311	0	0	11	3885
147.	Sudnuti	226	146	180	223	202	254	235	195	116	1	0	1	1779
148.	Astore	4	5	4	6	2	3	4	8	4	0	0	0	40
149.	Diamir	1	1	1	1	1	2	1	6	0	0	0	0	14
150.	Ghanchi	12	9	5	12	15	18	20	11	3	0	0	0	105
151.	Ghizar	9	3	9	25	12	12	10	9	13	0	0	0	102
152.	Gilgit	27	31	31	30	30	28	36	37	23	0	0	0	273
153.	Hunza-Nagar	1	4	8	5	12	10	7	6	2	0	0	0	55
154.	Skardu	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total	56025	45762	57293	71140	61330	62225	71214	66865	39005	16	39	177	531091

Table 10: Statement showing number of Pakistani workers registered for Overseas Employment through BE&OE for the Financial Year 2019-20

“Occupation Group wise”

Occupation	2019-20
Highly Qualified	9,367
Highly Skilled	8,316
Skilled	250,430
Semi-Skilled	40,477
Un-Skilled	222,501
Total	531,091

Table 11: Month-wise comparative statement of the Pakistanis proceeded abroad for employment registered by Bureau of Emigration and Overseas Employment during the Financial Year 2018-2019 & 2019-20

Month	2018-19	2019-20	Difference	Percentage
July	30,706	56025	25,319	82.46
August	28,340	45762	17,422	61.47
September	29,910	57293	27,383	91.55
October	36,183	71140	34,957	96.61
November	35,870	61330	25,460	70.98
December	35,972	6225	-29,747	-82.69
January	43,832	71214	27,382	62.47
February	43,234	66865	23,631	54.66
March	43,037	39005	-4,032	-9.37
April	48,087	16	-48,071	-99.97
May	52,470	39	-52,431	-99.93
June	40,778	177	-40,601	-99.57
Total	468,419	531091	62,672	13.38

Table 12: Comparative statement showing the number of workers proceeded abroad for employment registered by BE&OE during the Financial Year 2018-19 & 2019-20 (Country-Wise) through OEP + Direct

S. No.	Country	2018-19	2019-20	Difference	Percentage
1	UAE	216,174	153725	-62,449	-28.89
2	Algeria	134	41	-93	-69.40
3	Angola	20	14	-6	-30.00
4	Bahrain	3,572	9125	5,553	155.46
5	Brunei	200	117	-83	-41.50
6	Gabon	0	0	0	0.00
7	Gen-Island	2	0	-2	-100.00
8	Greece	3	2	-1	-33.33
9	Guinea	14	20	6	42.86
10	Hong Kong	59	56	-3	-5.08
11	Iran	23	9	-14	-60.87
12	Iraq	1,045	2282	1,237	118.37
13	Jordan	152	165	13	8.55
14	Kenya	17	27	10	58.82
15	Kuwait	299	68	-231	-77.26
16	Libya	20	5	-15	-75.00
17	Lebanon	21	10	-11	-52.38
18	Malaysia	9,837	8763	-1,074	-10.92
19	Nigeria	107	92	-15	-14.02
20	Oman	26,208	21498	-4,710	-17.97
21	Qatar	19,673	15430	-4,243	-21.57
22	Saudi Arabia	183,321	310048	126,727	69.13
23	Sierra Leone	6	1	-5	-83.33
24	Sudan	505	467	-38	-7.52
25	Singapore	79	50	-29	-36.71
26	Somalia	54	74	20	37.04
27	Spain	90	270	180	200.00
28	Tanzania	38	34	-4	-10.53
29	Tunisia	4	12	8	200.00
30	Uganda	50	57	7	14.00
31	UK	853	867	14	1.64
32	USA	450	415	-35	-7.78
33	Yemen	11	25	14	127.27
34	West Africa	0	0	0	0.00
35	South Africa	40	99	59	147.50
36	Zambia	24	23	-1	-4.17
37	Japan	347	342	-5	-1.44
38	Korea	13	24	11	84.62
39	Croatia	2	2	0	0.00
40	Turkmenistan	9	2	-7	-77.78
41	Cyprus	1267	450	-817	-64.48
42	Turkey	77	54	-23	-29.87
43	China	1,008	875	-133	-13.19
44	Cameroon	37	1	-36	-97.30
45	Morocco	2	2	0	0.00
46	Italy	62	9	-53	-85.48
47	Sweden	84	59	-25	-29.76
48	Switzerland	14	19	5	35.71
49	Syria	4	0	-4	-100.00
50	Germany	164	291	127	77.44
51	Azerbaijan	30	39	9	30.00
52	Other	2,194	5031	2,837	129.31
	Total	468,419	531091	62,672	13.38

Table 13: Comparative statement of the Pakistanis proceeded abroad for employment registered by BE&OE during the Financial Year 2018-19 & 2019-20 (Category-Wise)

S. No.	Category	2018-19	2019-20	Difference	Percentage
1	Engineer	6107	3883	-2224	-36.42
2	Doctor	1925	1360	-565	-29.35
3	Nurse	172	280	108	62.79
4	Teacher	1439	732	-707	-49.13
5	Accountant	5626	3046	-2580	-45.86
6	Manager	7180	7304	124	1.73
7	Welder	6417	3195	-3222	-50.21
8	Secy/S. grapher	809	1	-808	-99.88
9	Storekeeper	1728	275	-1453	-84.09
10	Agriculturist	8585	1997	-6588	-76.74
11	Clerk/Typist	5774	6395	621	10.76
12	Foreman/Sup	7403	5368	-2035	-27.49
13	Mason	19783	12970	-6813	-34.44
14	Carpenter	13781	8414	-5367	-38.94
15	Electrician	14638	10118	-4520	-30.88
16	Cook	5031	5849	818	16.26
17	Plumber	8463	2350	-6113	-72.23
18	Waiter/Br.	3333	1967	-1366	-40.98
19	Steel Fixer	9632	3921	-5711	-59.29
20	Painter	7514	4835	-2679	-35.65
21	Labourer	176498	220504	44006	24.93
22	Technician	13762	12895	-867	-6.30
23	Mechanic	9951	4685	-5266	-52.92
24	Cable Jointer	1817	68	-1749	-96.26
25	Driver	87207	187257	100050	114.73
26	Operator	6644	4778	-1866	-28.09
27	Tailor	2694	1277	-1417	-52.60
28	Surveyor	1048	416	-632	-60.31
29	Fitter	10059	4523	-5536	-55.04
30	Denter	2050	146	-1904	-92.88
31	Comp./Prog/Ana	2524	969	-1555	-61.61
32	Designer	1159	251	-908	-78.34
33	Goldsmith	1465	53	-1412	-96.38
34	Pharmacist	1606	109	-1497	-93.21
35	Rigger	1881	1181	-700	-37.21
36	Salesman	8744	6424	-2320	-26.53
37	Draftsman	1276	450	-826	-64.73
38	Blacksmith	1458	723	-735	-50.41
39	Photographer	358	26	-332	-92.74
40	Artist	878	95	-783	-89.18
	Total	468419	531091	62672	13.38

Table 14: Comparative statement of the Pakistanis proceeded abroad for employment registered by BE&OE during the Financial Year 2019-20(Occupation-Wise)

Occupation	2018-19	2019-20	Difference	Percentage
Highly Qualified	19,097	9,367	-9,730	-50.95
Highly Skilled	85,013	8,316	-76,697	-90.22
Skilled	155,930	250,430	94,500	60.60
Semi-Skilled	102,174	40,477	-61,697	-60.38
Un-Skilled	106,205	222,501	116,296	109.50
Total	468,419	531,091	62,672	13.38

Table 15: Comparative statement of the Pakistanis proceeded abroad for employment registered by BE&OE during the financial year 2018-19 & 2019-20 (Province wise)

Province	2018-19	2019-20	Difference	Percentage
Federal	2,745	4,008	1,263	46.01
Punjab	221,965	276,294	54,329	24.48
Sindh	51,698	40,059	-11,639	-22.51
KPK	123,270	166,480	43,210	35.05
Baluchistan	5,894	4,071	-1,823	-30.93
Azad Kashmir	31,033	18,902	-12,131	-39.09
Northern area	5,116	589	-4,527	-88.49
Tribal area	26,698	20,688	-6,010	-22.51
Total	468,419	531,091	62,672	13.38

Table 16: Comparative statement of the Pakistanis proceeded abroad for employment registered by BE&OE during the Financial Year 2018-19 & 2019-20 (Protector-Wise)

Protectorate	2018-19	2019-20	Difference	Percentage
Karachi	63,187	83,400	20,213	31.99
Lahore	100,253	111,067	10,814	10.79
Multan	65,578	64,100	-1,478	-2.25
Rawalpindi	110,019	119,637	9,618	8.74
Peshawar	74,786	77,391	2,605	3.48
Malakand	52,546	74,152	21,606	41.12
Quetta	2,050	1,344	-706	-34.44
Total	468,419	531,091	62,672	13.38
