

# PAKISTAN

## EMPLOYMENT AND ENVIRONMENTAL SUSTAINABILITY FACT SHEETS 2019

The *Employment and Environmental Sustainability Fact Sheets* series provides key features of employment and environmental sustainability performance. Jobs that are green and decent are central to sustainable development and resource productivity. They respond to the global challenges of environmental protection, economic development and social inclusion. Such jobs create decent employment opportunities, enhance resource efficiency and build low-carbon, sustainable societies. The fact sheets include the most recently available data for selected indicators on employment and environmental sustainability: (i) employment in environmental sectors; (ii) skill levels; (iii) vulnerability of jobs; (iv) jobs in renewable energy; (v) scoring on the Environmental Performance Index; and (vi) air quality.

### DEMOGRAPHICS

Pakistan<sup>1</sup> is located in South Asia and is bordered by India to the east, Afghanistan to the west, the Islamic Republic of Iran to the south-west and China to the north-west (Fig. 1). Its population is mostly rural and growing, with a fertility rate of 3.4 children and life expectancy of 66.8 years. Around 61 per cent of the population is of legal working age (15–64 years) (Fig. 2).

Figure 1. Map of Pakistan

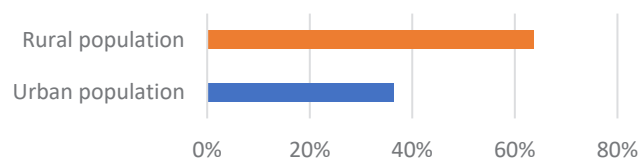


Figure 2. Pakistan population statistics

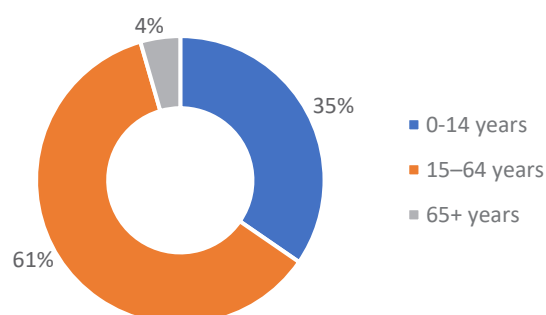
Population:<sup>2</sup> 197 million



Population growth rate	Fertility rate	Life expectancy at birth
2.0%	3.4 children	66.8 years



Population age categories



<sup>1</sup> Pakistan became a member of the International Labour Organization in 1947.

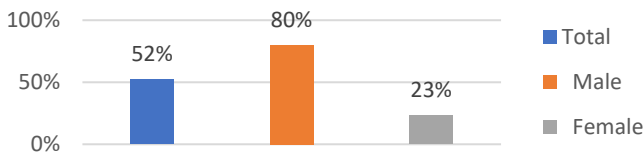
<sup>2</sup> Population data based on 2017 data.

## LABOUR FORCE

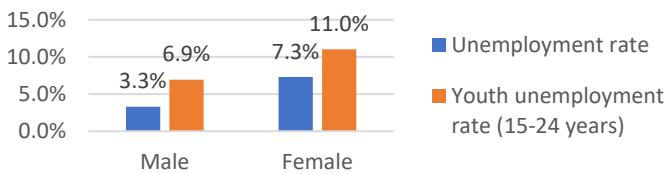
In 2018, the labour force participation rate was 54.5 per cent and the employment-to-population ratio was 52.2 per cent. Both these rates are more than 56 percentage points higher for men than for women. The total unemployment rate was 4.2 per cent, and the youth unemployment rate was 8 per cent, with the female youth unemployment rate 4.1 percentage points higher than the male rate. The proportion of youths aged 15-24 years not in education, employment or training was 30.4 per cent in 2015.<sup>3</sup> Employment is heavily reliant on agriculture followed by services, and on medium-skilled occupations (Fig. 3).

**Figure 3. Basic employment statistics for Pakistan, 2018**

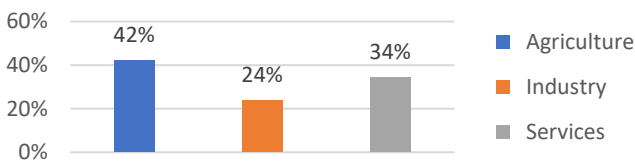
### Employment-to-population, 2018 (15+ years)



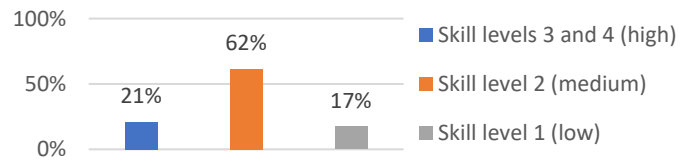
### Unemployment, 2018



### Employment by sector, 2018 (15+ years)



## Employment by occupation, 2018

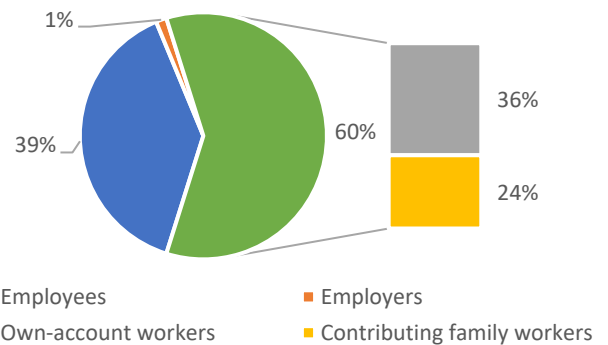


Note: ILO estimates. Labour force participation rate and unemployment: aged 15 years and older. Youth unemployment: aged 15-24 years. Employment by occupation: skill level 1 (low) for elementary occupations; skill level 2 (medium) for clerical, service and sales workers, skilled agricultural and trade workers, plant machinists and assemblers; and skill levels 3 and 4 (high) for managers, professionals and technicians.

Source: ILO estimates and compilation using ILOSTAT, [www.ilo.org/ilostat](http://www.ilo.org/ilostat) (accessed 30 December 2018).

Vulnerable employment in Pakistan as of 2018 accounts for 59.7 per cent of the labour force, with the majority of those workers having own-account status (Fig. 4). Own-account and contributing family workers are more likely to experience low job and income security than employees and employers, as well as lower coverage by social protection systems and employment regulation.

**Figure 4. Vulnerable employment, 2018**



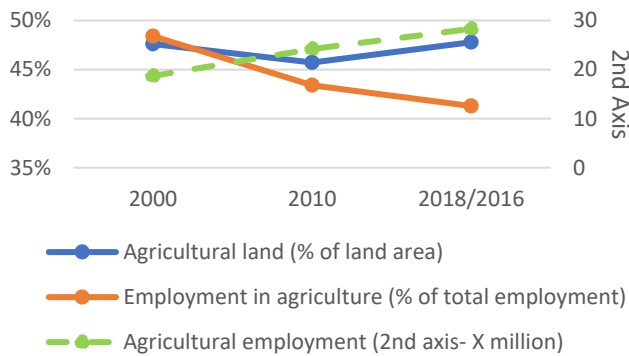
Note: ILO estimates. Vulnerable employment includes own-account workers and contributing family workers from ILO status of employment data.

Source: ILO estimates and compilation using ILOSTAT, [www.ilo.org/ilostat](http://www.ilo.org/ilostat) (accessed 30 December 2018).

Rural population growth was 1.6 per cent in 2017. The share of agricultural land in total land area increased to 48 percentage points in 2016. Agricultural employment also increased from 18.7 to 28.3 million people. The share of agricultural employment within total employment fell by approximately 7 percentage points due to faster job creation in other sectors (Fig. 5).

<sup>3</sup> World development indicators; <http://databank.worldbank.org/data/reports.aspx?source=world-development-indicators#> (accessed on 7 August 2018).

**Figure 5. Agricultural land and agricultural employment, 2000-2018**



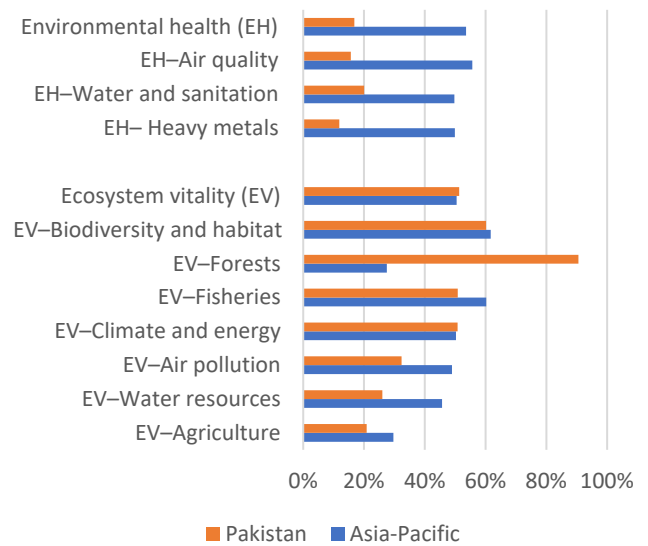
Note: Data for agricultural land is from 2016 and other data is from 2018.

Source: ILO compilation using World development indicators, last updated: 28/06/2018; <http://databank.worldbank.org/data/reports.aspx?source=world-development-indicators#> (accessed on 30 December 2018).

**ENVIRONMENTAL ISSUES**

Pakistan ranks at number 169 of 180 countries in the Environmental Performance Index (EPI),<sup>4</sup> with a score of 37.5 (with 0 being furthest from the high-performance benchmark target of 100). Pakistan outperforms the average score for Asia and the Pacific (Fig. 6) in only two of the EPI categories. There is significant room for improvement in most categories, especially in environmental health (air quality, water and sanitation, and heavy metals) and in ecosystem vitality (biodiversity and habitat, fisheries, air pollution, water resources and agriculture). Action to address climate change and improve environmental health, ecosystem vitality and resilience to weather disasters all have the potential to provide job creation, green economy growth and innovation in Pakistan.

**Figure 6. Environmental performance index for Pakistan, 2018**

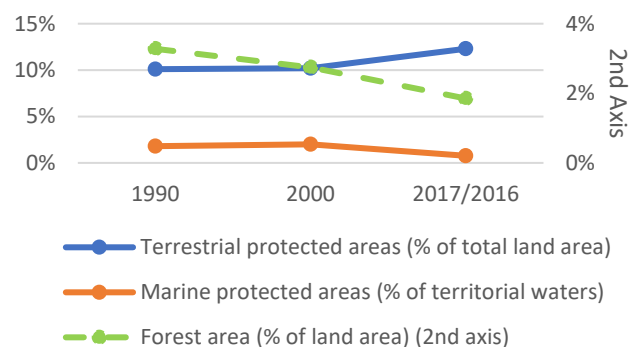


Note: Score 0 (worst)–100 (best). Asia-Pacific: data is for ILO member states in the region, excluding Cook Islands, Marshall Islands, Palau and Tuvalu.

Source: ILO compilation using “2018 EPI Scores - Current”. EPI Yale.

Forest area decreased between 1990 and 2016, covering approximately 1.9 per cent of total land area. From 1990 to 2017, the share of terrestrial protected area increased slightly, reaching 12.3 per cent of total land area, whilst the proportion of marine protected area decreased by 1 per cent (Fig. 7). There will be greater prospects for employment opportunities if there is a commitment to transition to a low-carbon and resource-efficient economy, such as jobs in resource management and environmental services.<sup>5</sup>

**Figure 7. Forest area, terrestrial and marine protection area, 1990-2017**



Note: Data for forest area is from 2016 and other data is from 2017.

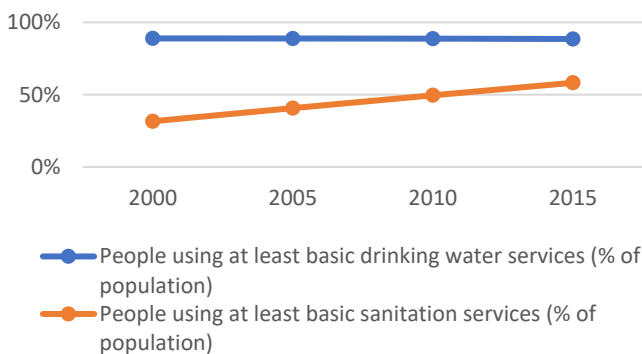
Source: ILO compilation using World development indicators, last updated: 28/06/2018; <http://databank.worldbank.org/data/reports.aspx?source=world-development-indicators#> (accessed on 19 February 2019).

<sup>4</sup> Yale Center for Environmental Law and Policy / Center for International Earth Science Information Network at Columbia University. “2018 EPI Scores - Current”. EPI Yale. Retrieved 14-06-2018. Available: <https://epi.envirocenter.yale.edu>

<sup>5</sup> Organisation for Economic Co-operation and Development: The jobs potential of a shift towards a low-carbon economy, OECD Green Growth Papers, No. 2012/01 (Paris, 2012), <http://dx.doi.org/10.1787/5k9h3630320v-en>.

Since 2000, there has been a slight decrease in access to basic drinking water, to an average of 88.5 per cent in 2015, and a gradual increase in access to basic sanitation, to an average of 58.3 per cent in 2015 (Fig. 8). Both are below the ideal threshold of 100 per cent. Around 0.4 per cent of the labour force was employed in water supply, sewerage, waste management and remediation activities in 2016 (Fig. 13). Improvement in water supply and sanitation access could provide more decent job opportunities in the future.

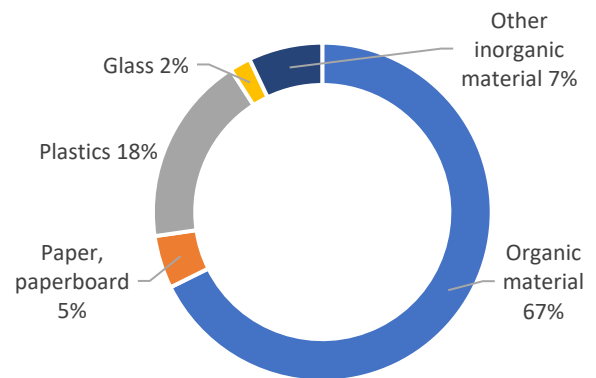
**Figure 8. Basic drinking water and sanitation access, 2000-2015**



Source: ILO compilation using World development indicators, last updated: 21/05/2018; <http://databank.worldbank.org/data/reports.aspx?source=world-development-indicators#> (accessed on 30 December 2018).

Growth of the urban population in Pakistan has meant an increase in solid waste. Waste collection varies between the inner cities and the country's outer urban areas. According to the World Bank, municipal solid waste generation in Pakistan in 2004 was 0.84 kilograms per capita per day and is expected to increase to 1.05 kilograms per capita per day by 2025.<sup>6</sup> The majority of the waste in 2009 was organic (67 per cent), followed by plastic (18 per cent) (Fig. 9). The much-needed implementation of a municipal waste management system for collection, safe and sustainable disposal, recycling and composting practices could create more green jobs that help the environment and general health.

**Figure 9. Waste composition, 2009**



Note: Data for metals and textile waste composition are not available.

Source: ILO compilation using UNSD-Environment statistics (released on 30 April 2018; <https://unstats.un.org/unsd/envstats/qindicators.cshhtml>) (accessed on 30 December 2018).

## AIR QUALITY

The carbon dioxide (CO<sub>2</sub>) emission levels for Pakistan increased gradually by an average of 4 per cent from 1990 to 2014 (Fig. 10).<sup>7</sup> The increase was primarily due to the following major sources: heavy reliance on thermal power plants in the energy sector; followed by the transport sector. Other sources are agriculture, land use change and forestry, industrial processes and waste.<sup>8</sup> The level of emissions is significantly lower than the Asia-Pacific average but higher than the ASEAN average.

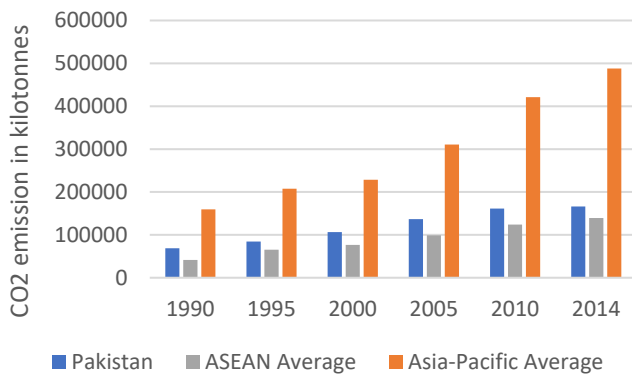
The PM<sub>2.5</sub> (atmospheric particulate matter with a diameter of less than 2.5 micrometres) emission levels for Pakistan showed the highest levels in 2016 (Fig. 11). Overall PM<sub>2.5</sub> emission levels exceeded the World Health Organization's Air Quality Guideline threshold level, thus indicating high emissions. Pakistan shows a significantly higher level of emissions than both the ASEAN and Asia-Pacific averages. Diesel emissions, biomass burning, coal combustion, exhaust from two-stroke vehicles, industrial sources, road/soil dust and sea salt originating from the Arabian Sea are the major sources of PM<sub>2.5</sub> emissions in Pakistan.<sup>9</sup>

<sup>6</sup> World Bank: What a waste: A global review of solid waste management (Washington, DC, 2012).

<sup>7</sup> The value is calculated on the basis of CAGR (compound annual growth rate).

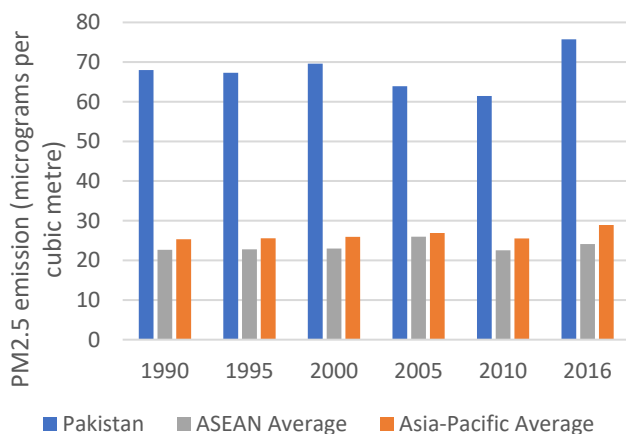
<sup>8</sup> Greenhouse Gas Emissions in Pakistan. USAID June 2016 [https://www.climatelinks.org/sites/default/files/asset/document/GHG%20Emissions%20Fact%20Sheet%20Pakistan\\_6-3-2016\\_edited\\_rev%2008-18-2016.pdf](https://www.climatelinks.org/sites/default/files/asset/document/GHG%20Emissions%20Fact%20Sheet%20Pakistan_6-3-2016_edited_rev%2008-18-2016.pdf)

<sup>9</sup> Cleaning Pakistan's Air Policy Options to Address the Cost of Outdoor Air Pollution. The World Bank; <http://documents.worldbank.org/curated/en/701891468285328404/pdf/890650PUB0Clea00Box385269B00PUBLIC0.pdf>

**Figure 10. CO<sub>2</sub> emissions for Pakistan, 1990-2014**

Note: Data for ASEAN and Asia-Pacific are the average of all the ILO member states of the regions. Asia-Pacific: data excludes Cook Islands, Timor-Leste (1990, 1995, 2000).

Source: ILO compilation using World Bank indicators.  
<https://data.worldbank.org/indicator/EN.ATM.CO2E.KT?locations=IR> (accessed on 30 December 2018).

**Figure 11. PM<sub>2.5</sub> emissions for Pakistan, 1990-2016**

Note: Data for ASEAN and Asia-Pacific are the average of all the ILO member states of the regions. Asia-Pacific: data excludes Cook Islands, Palau and Tuvalu.

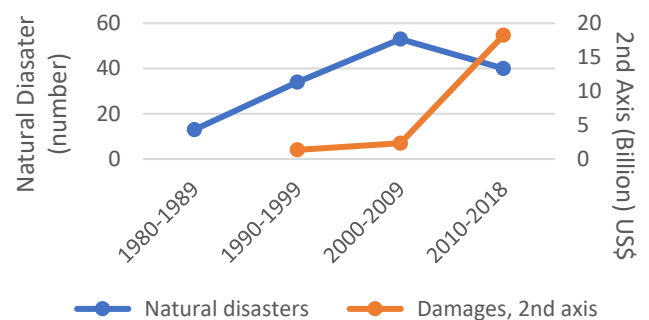
Source: ILO compilation using World Bank indicators.  
<https://data.worldbank.org/indicator/EN.ATM.PM25.MC.M3?view=chart> (accessed on 30 December 2018).

Applying the Just Transition Guidelines, an area of possible intervention includes efforts to reduce harmful emissions, which could potentially generate green jobs in high emitting sectors such as transportation and fuel-intensive industries. Reducing emissions is a significant challenge, which can be achieved not only by mitigation methods, but also by adapting to, and coping with, the changes required by the transition to a low-carbon economy.

## CLIMATE CHANGE IMPACTS

According to the *World Risk Report*,<sup>10</sup> Pakistan has a medium World Risk Index score. Although it has low exposure to natural hazards, it ranks number 73 of 171 countries because it has limited coping and adaptive capacity. Part of the country's vulnerability relates to the 1.06 per cent of the total population who, in 2010, lived in the 1.53 per cent of the total land area below 5 metres above sea level.<sup>11</sup>

According to the *Emergency Events Database*,<sup>12</sup> there was a substantial increase in natural disasters<sup>13</sup> and associated damage costs between 1980 and 2009 (Fig. 12). The natural disasters in that time were mostly floods, landslides, droughts, storms and extreme temperatures. Damage costs increased significantly between 2010 and 2018. Developing preventative measures to limit infrastructure and property damage and increase institutional capacity to respond to climate events, particularly for small businesses, can be a source of decent job creation while building resilience.

**Figure 12. Natural disaster occurrence and damage costs in Pakistan**

Note: Natural events include climatological, hydrological and meteorological disasters.

Source: EM-DAT: The emergency events database - Universite catholique de Louvain (UCL) - CRED, D. Guha-Sapir - [www.emdat.be](http://www.emdat.be), Brussels, Belgium. Data accessed on: 30 December 2018.

## GREEN JOBS POTENTIAL

In 2016, 42.3 per cent of total employment was in the agriculture, forestry and fishing sector (Fig. 13). Although reliance on agriculture is significant, there are opportunities for job creation in sustainable production and organic farming.

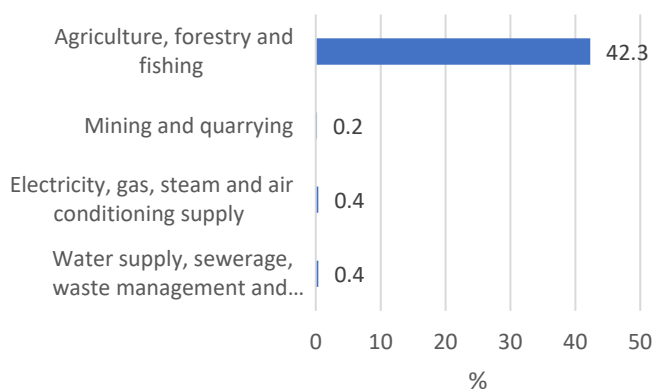
<sup>10</sup> Bündnis Entwicklung Hilft and United Nations University - EHS (2017) *World Risk Report 2017*, available at: <http://weltrisikobericht.de/english/>

<sup>11</sup> World development indicators; <http://databank.worldbank.org/data/reports.aspx?source=world-development-indicators#> (accessed on 7 August 2018).

<sup>12</sup> EM-DAT: The emergency events database - Universite catholique de Louvain (UCL) - CRED, D. Guha-Sapir - [www.emdat.be](http://www.emdat.be), Brussels, Belgium. Data accessed on: 20 July 2018.

<sup>13</sup> Climatological, hydrological and meteorological disasters.

**Figure 13. Employment in sectors with strong green jobs potential in 2016**



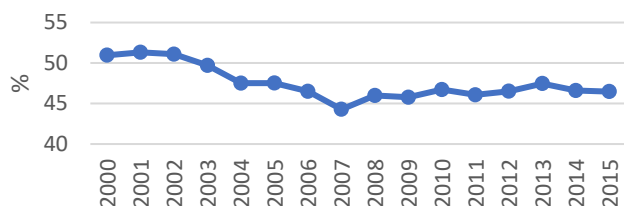
Note: These sectors have the most potential for green job opportunities. Employment by selected 1-digit sector level (ISIC - Rev. 4, 2008).

Source: ILO estimates and compilation using ILOSTAT, [www.ilo.org/ilostat](http://www.ilo.org/ilostat) (accessed on: 30 December 2018).

In 2016, approximately 43 per cent of the population relied primarily on clean fuel and technology, in the sense that these do not create pollution within the home.<sup>14</sup> The share of renewable energy in total energy consumption has not kept pace with overall consumption. In 2000, it was 50.9 per cent but fell to 46.7 per cent in 2010 and, after some fluctuation, reached 46.5 per cent in 2015 (Fig. 14). However, renewable energy electricity generation has increased over the last 16 years, with hydropower being the main renewable energy source in 2016 (Fig. 15).

In 2018, almost 73 thousand people were employed in the renewable energy sector, with 86 per cent employed in hydropower (large) (Fig. 16). The country's employment rate in electricity, gas, steam and air conditioning was only 0.4 per cent in 2016 (Fig. 13). With the push for increasing reliance on renewable energy, there is the potential for decent job opportunities in the future.

**Figure 14. Renewable energy share in total energy consumption, 2000-15**

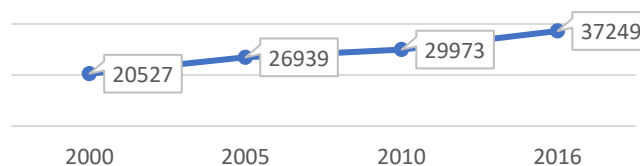


Source: ILO compilation using United Nations statistics division. SDG indicators: Global database. Available at: <https://unstats.un.org/sdgs/indicators/database/> (accessed on 30 December 2018).

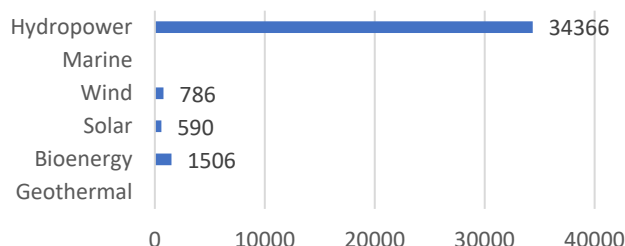
<sup>14</sup> The proportion of the population with primary reliance on clean fuels and technology is calculated as the number of people using clean fuels and technologies for cooking, heating and lighting divided by the total population reporting any cooking, heating or lighting, expressed as a percentage. "Clean" is defined by the emission rate targets and specific fuel recommendations (against unprocessed coal and kerosene) included in the normative World Health Organization guidelines for indoor air quality; see the data for household fuel combustion, <https://unstats.un.org/sdgs/metadata/files/Metadata-07-01-02.pdf>.

**Figure 15. Renewable energy electricity generation, 2000-2016**

Total renewable energy electricity generation (gigawatt hours - GWh)

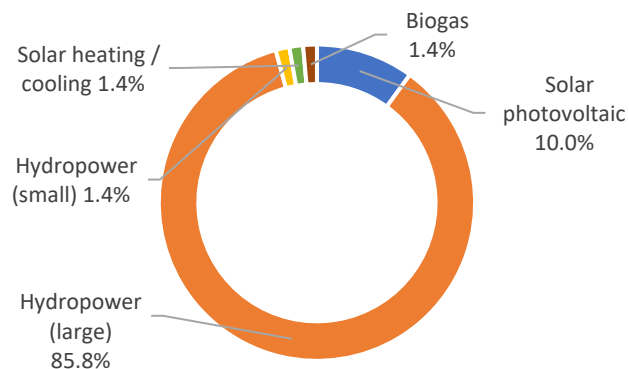


**Renewable energy electricity generation (GWh) in 2016, by technology**



Source: ILO compilation using Source: IRENA (2018); Renewable electricity capacity and generation statistics, June 2018. Available at: <http://resourceirena.irena.org>

**Figure 16. Renewable energy employment, by energy source, 2018**



Note: Data limitations apply for certain technologies in certain countries. The lack of data reported for any specific technology may thus be indicative of a data gap, rather than the absence of renewable energy jobs using that technology. Source: ILO compilation using source: IRENA (2018); available at: <http://resourceirena.irena.org>

Better data collection relating to the green economy and the environmental sector would be very valuable for policy-makers in Asia-Pacific countries. In particular, better data on green and decent jobs is needed to assess the impact of climate change and climate-related policies on social inclusion. Without better data it will be difficult to determine what policy changes are



needed to ensure a just transition to environmental sustainability and to monitor progress going forward.



## EMPLOYMENT AND ENVIRONMENTAL SUSTAINABILITY FACT SHEETS 2019

Decent  
Work



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