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Multinational Workforce in Global Megacities

**A CASE STUDY OF PAKISTANI LABOUR FORCE
IN THE GULF**

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Multinational Workforce in Global Megacities

A Case Study of Pakistani Labour Force in the Gulf

Summary (Synopsis)

This paper is a case study of Multinational workforce in Global megacities. Taking Pakistan as a case it provides historical background to the outflow of Pakistani labour force in the Gulf and its current composition. The paper also briefly dwells on the future outlook for the concept of multi-national workforce.

The estimates may not be precise but it is generally believed that the number of Pakistani Labour Force in the Gulf or the Gulf Cooperation Council (GCC) Region in the year 2008 is approximately **2 million**. This pool of workers, which is in some sense transient, because workers keep moving in and out, has accumulated over the last fifty years. The numbers were rather small until 1970. They started to pick up in the early seventies and since then there has been a steady stream of workers every year, ranging an annual average of **over 100,000** since 1980. Because some of them return to their places of origin back in Pakistan or move out to another foreign destination, the existing pool is estimated at 2 million in the 6 countries of the GCC Region.

As a populous country whose population and work force is internationalist in outlook, Pakistan has been providing labour force to different parts of the world and the total number of Pakistani overseas workers and their families all over the world is estimated to be 3 million. However, in recent years the countries of the Gulf have been their principal destination.

Within the GCC members, Pakistanis are well distributed in all of them: Saudi Arabia and UAE are the two largest locations, but a sizeable number of workers are in Kuwait, Oman, Bahrain and Qatar as well.

As for their regions of origin, in Pakistan, the majority of labour in the Gulf comes from the province of Punjab (52%), followed by NWFP (25%), Sindh (10%), Balochistan (1.3%), Azad Kashmir (6%), Tribal Areas and Northern Areas (6%). These ratios show that NWFP, especially when combined with Tribal Areas, has a representation considerably higher than its share in Pakistani's population, whereas both Sindh and Balochistan are under represented. Kashmir is also represented higher than its population share. There are interesting aspects to distribution in sub-regions within a province, which will be highlighted in the text.

In terms of their occupational distribution, Pakistanis in the Gulf are a mix of professionals (doctors, engineers, accountants etc.), technicians, skilled workers and unskilled workers. The vast majority is however in the skilled and unskilled labor categories. Taking a look at data from the past 30 years, while the size of Pakistani labour force in the Gulf has considerably increased, the relative share of various types of occupations is quite stable. More than 90% of all labour is in the skilled and unskilled category, roughly equally divided between the two. The remaining comprises Technicians and Professionals. The number of professionals in our data might be slightly under-reported because they do not necessarily emigrate through the Bureau of Emigration (BOE), which is the primary provider of data on the subject.

On the whole the paper tries to analyze the size and structural composition of Pakistani labour force in the Gulf. The analysis is based on nearly 40 years of data gleaned from the records of the official Bureau of Emigration and other sources including surveys carried out by Gallup Pakistan during this period. We also look at different phases in the evolution of Pakistani labour force in the Gulf, the push and pull factors which cause the labour to migrate, factors which sustain the flow and an outlook on the future.

Background: Multinational Workforce in Global Megacities

There is a striking similarity in the small countries of the Gulf and global megacities of Europe and North America. The labour force in both of them is multinational in character. When it comes to the ethno-linguistic composition of their labour force, each one of the six GCC countries bears greater resemblance to the global megacities like New York, London, Paris and Berlin than sister Arab countries in their own backyard or even the newly emerging economies in East Asia and Central Europe. Half a century ago this peculiarity would have appeared in the "Weaknesses" or "Threat" column of a typical SWOT (*Strengths, Weaknesses, Opportunities and Threats*) analysis. This may no longer be so. It might be listed in the "Opportunities" or perhaps even in the "Strengths" column. The multinational ambience of their labour force has positioned the Gulf countries very well to take advantage of the emerging global economy. Barring to some extent Saudi Arabia and to an even lesser extent Oman, the Gulf countries do not have a heavily populated hinterland of their own. Initially their ports and subsequently the oil wealth destined them to become megacities, but without the traditional hinterland of megacities in large and populous countries. To begin with the hinterland function was provided by the geographically contiguous Arab countries and South Asia. But the new

transportation means, which were beefed up by developments in the telecom and IT sectors, changed the concept of hinterland. The Gulf countries were quick to take advantage of these new possibilities. They attracted labour force from every possible corner of the world, if it matched the usual supply and demand conditions. The native population was a thin minority in the labour force of their modern economy (*that is, excluding agricultural and rural economy*) even in the 1970s, and has continued to remain so. At that time it seemed to be a crippling weakness. Today it may not. Sociological studies tell us that metropolitan life can prosper in a space which lacks any clearly identifiable majority group. In a curious fashion many economies of the Gulf countries fit that bill. There is no ambiguity as to who owns the place but beyond that these "megacities" are multinational in their work force. The emerging economies of the Gulf may depend on the character of their work force as much as, if not more, on the availability of oil money. Given this background, the study of Gulf labour force assumes a new and more strategic dimension in the future of the Gulf region.

It would be interesting to put together case studies on the history of immigration of various nationalities which constitute the Gulf labour force today. The story of that immigration will inform us about the economies and the economic linkages between both the sending and the receiving nations. This case study is in that mode a case study of Labour Migration from Pakistan to the Gulf. We shall briefly look at the History of Migration, the size of Pakistani Labour Force, its geographic and occupational composition and some reflections on its future role.

Brief History of Pakistani Labour Force in the Gulf (Pre 1970)

There are several periods in the history of Labour migration from Pakistan to the Gulf. The present period, which begins roughly in 1970, is antedated by two previous periods. The first dates to historic links between South Asia and Saudi Arabia due to Hajj, and with the coastal states of the Gulf, due to normal trade and navigational interactions with the adjoining coastal Balochistan and Sindh provinces of Pakistan. These historic links were reinforced during the period of British Colonialism. In the first half of the 20th century the British ruled not only South Asia but also Iraq and what were then known as the Trucial states including five of the GCC members, namely Kuwait, Bahrain, Qatar, the UAE of today and Oman. The British used their Indian subjects as a valuable human resource in the running of administration. The same links subsequently began to serve the private sector oil businesses when oil was found in the region in the second quarter of the 20th century. It is estimated that around 1970 the number of Pakistanis in the Gulf were 200,000.

Jonathan Addelton in his excellent study on "The Gulf Migration and Pakistan"¹ has explained that a combination of cultural and economic motives was responsible for mobility of people from South Asia to Gulf prior to the 20th century. He quotes historian Bayley saying: Eighteenth century Muslim literati and soldiers still thought of themselves as part of a spiritually and culturally unified Islamdom which stretched from North Africa to Southern India². A British traveler reported in 1716 that the occupations held by Indians in the Gulf

¹ Jonathan S. Addelton, *Undermining The Centre; The Gulf Migration and Pakistan*, Oxford University Press, 1992

² C.A. Bayley, *India and West Asia, 1700-1830*, *Asian Affairs* XIV:I (February 1988)

included barbers, "Punkah" or fan operators, shopkeepers, doctors and customs agents.³

A study on an Omani town provides details on the Baluchi communities in Oman with their roots in the period when the coastal city of Gwadar in Pakistan's Balochistan was still an overseas possession of the Sultan of Oman. Gwadar was reverted to Pakistan only in 1958, and the transfer agreement allowed the Sultan of Oman to continue to recruit Baluchis for military service, something the Omanis continued to do in Makran area up until the 1980s⁴. In the early 1970s, Barth spoke to Baluchis who recalled several generations of their families in Oman. Many families knew their own history of migration, including which area of Balochistan their ancestors had left. Some had come as army recruits in the sultan's army; others fled Balochistan for political or economic reasons, obtaining local permission to settle permanently. These initial migration streams were replenished and reinforced by later movements of Balochis back and forth.

This background to the earlier two phases of Pakistani migration to the Gulf illustrates that the third phase of migration which began around 1970 built on an already existing set of family and cultural links.

No comprehensive set of data exist on the pre 1970 migration to the Gulf, yet sporadic pieces of information are illustrative of that period. According to studies prepared by the Washington D.C based Middle East Institute in 1959, and International Labour Organization, the same year, small numbers of

³ Bibliographic Notes on European Accounts of Muscat, 1500-1900 in R.b. Sergeant and R.L. Bidwell (ed.), Arabian Studies, London, 1978

⁴ Fredrick Barth, Sohar: Culture and Society in an Omani Towns, John Hopkins University Press, 1983 (Quoted in Addleton, 1992)

Pakistanis were found to be working in Bahrain, Kuwait and elsewhere in the Persian Gulf⁵. By 1959, the Pakistani community in Bahrain, according to sources quoted by Addleton numbered 2,200; by 1965 it had climbed to almost 4000, and by 1971 it stood at 5,400. As early as 1957, almost half of the population in Kuwait comprised non-nationals, and of them a small number came from Pakistan. In 1958, Pakistan was already the single most important source of non-Arab expatriate labour in Kuwait Oil Company and trailed only Americans among those working for ARMACO in Saudi Arabia, representing about nineteen percent of the workforce in the former and six percent in the latter.⁶ The Kuwait Oil Company listed 1,221 Pakistani employees on a payroll of about Rs.7,000; while ARAMCO indicated 1,042 Pakistani employees on a payroll of about Rs.17,000. Beside an existing pool of workers, recent process of large scale Pakistani labour migration to the Gulf was also informed and potentially guided by an earlier institutional framework. For example the origins of formal recruitment agents can be traced as early as 1939 when a recruitment office was opened in Bombay to hire wageworkers for service in Bahrain. The work contracts prepared by this office were subject to supervision by the Government of India's Office for the Protector of Emigrants.⁷ It is remarkable, comments Addleton, that five decades later private recruiting agents in both India and Pakistan were still supervised by Protectorates of Emigrants and were again a key element in the official migration process.

⁵ Sir Rupert Hay, *The Persian Gulf States*, Middle East Institute, Washington DC, 1959; International Labour Organization, 1945-1957, Geneva, 1959. Quoted in Addleton, 1992.

⁶ Albert Y. Badre and Simon G Siksek, *Manpower and Oil in the Arab Countries*, Economic Research Institute, American University of Beirut, 1960.

⁷ Roger Owen, *Migrant Workers in the Gulf*, London; Minority Rights Group Report Number 68, September 1985.

Labour Force Migration 1970 to-date

This was the setting in which the third phase of migration from Pakistan to the Gulf began in early 1970s. A number of factors were responsible for this to happen. They can be broadly classified under the Pull factors and Push factors, the two traditional explanations for labour migration. The demand for labour in the Gulf increased many fold following the increasing role of oil in world economy and rise in its prices. Simultaneously, Pakistan was passing through a serious economic and political crisis. The country had disintegrated and following the creation of Bangladesh the extra-ordinary economic development of the 1960s could not be sustained. A wave of nationalization of business and industry was unfolding under Zulfikar Ali Bhutto's populist but divisive leadership. Modernization and mechanization of the agricultural sector during the 1960s was pushing out the surplus agricultural labour while the large and middle-sized cities of Pakistan were unable to absorb them. The industrialization process had come to a halt due to a new wave of industrial unrest and disaffection between industrialist and Bhutto's government which favored nationalization of banking, large scale trading and industry. The entrepreneurial class started to close its businesses and was on the lookout for economic opportunities elsewhere. Interestingly, the industrialization process of Pakistan during the 1950s and 1960s had already provided the framework for rural to urban migration within the country; the new pull factors in the Gulf re-directed this movement of labour from the internal to the international destinations. Subsequent studies have shown that the rural to urban migration (*especially to the industrial centers*) slowed down during this period and was substituted by a rising wave of international labour movement. The profile of the work force and their places of origin simply followed the established patterns of an earlier wave of internal rural to urban migration. Thus the

province of NWFP, barani or rain fed districts of Northern Punjab, the under-developed Seraiki speaking belt in Southern Punjab, the hill-tracts of Kashmir (AJK) were in the fore-front of areas which provided disproportionately large share of the migrant work force. Earlier they had moved to Karachi, now the destination was Saudia, Kuwait, Emirates, other GCC countries and for a while Libya in North Africa.

The availability of large scale labour force from Pakistan owed to a combination of economic social and institutional factors: modernization of agriculture in Central and Southern Punjab which pushed out rural work force, the reversal of large scale industrialization which slowed down the pulling capacity of urban centers like Karachi, and continuation of rapid population growth. In terms of social structures, there already existed the social acceptability of sending young males for extended periods of work to long distance destinations, while their families were cared for in extended family arrangements at their ancestral places. Institutionally, a network of information chains to seek work, and the channels for remitting money to the left behind families had already existed. These channels soon expanded and adapted themselves to the new requirements and conditions. In later years, the Pakistani labour force migrating to the Gulf was an adaptation of the patterns of labour force migration from the North of Pakistan to the industrial and business city of Karachi a generation earlier.

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

become independent from colonial (British) rule and a new set of local rulers were poised to develop their own legitimacy through economic development. The international environment dominated by cold war rivalries and rising cleavages in the region provided the broader context for the unfolding drama of economic development in the Gulf and the emergence of new oases of global age with a big appetite for expatriate labour force. The labour force from Pakistan was readily available to play its part in this new drama of development.

Over the next 40 years the Gulf region attracted tens of millions of workers, far outnumbering its own population. Other regions of the world especially Europe and North America were also experiencing migrant worker phenomenon during the same period, but the uniqueness of the Gulf region lay in the uneven proportion of the expatriates to local population in the work force.

It is estimated that upto 4 million Pakistani labour worked in the six GCC countries during the period 1970-2007. For a region whose total population is estimated at around 30 million and a native labour force not exceeding 10 million, the 4 million Pakistani workforce is a very large number. The expatriate labour force in the Gulf has however followed what might be called a "circulating work force" pattern. Workers come in, work for a few years during which they periodically visit their home country for short or long breaks, and finally return permanently. Thus the pool of workers at any one time is considerably smaller than the four million figure quoted earlier (*which includes both legal or formally documented and illegal or undocumented workers*). Our estimate suggests that currently around 2 million Pakistanis are in the work force in the GCC countries.

In the following section we explain the method through which we have arrived at this estimate.

Size of Pakistani Labour Force in the Gulf

As explained in the previous section, the Pakistani labour force in the Gulf has a long history, but it picked up in size only during the last 30 years, beginning in the mid nineteen seventies. At the start of the 1970s the number was estimated at around 200,000 skilled and unskilled labour, technicians and a small number of professionals.

Apparently, there was a big upsurge in demand for labour force principally in Saudi Arabia, but also in other GCC countries, after the first oil crisis and rise in the prices of oil in the mid seventies. It was during this upsurge that the need was felt to institutionalize the entire recruitment and emigration process. There was an expectation that labour force requirements in the Gulf would last for many years and hence the process should be institutionalized. At the time projections about human resource needs in the Gulf were rather vague and disputed. There was also uncertainty about the duration of the newly discovered growth possibilities, and the direction it might take. But as hindsight has shown the intuitive response of the market was on the right track. The Gulf was on the threshold of many decades of high economic growth and massive build-up of infrastructure. The price of oil went through its ebb and flow in real terms. In the short run, it fluctuated but the long-term trend was unmistakably in the upward direction. The continuing revenues from the oil wealth were to provide the resources for rapid economic growth in the Gulf, necessitating in turn the continuing need for foreign labour.

The first decade of large scale labour migration (1970-80) constituted approximately one million Pakistani workers who sought opportunities in Saudi Arabia, Kuwait, Bahrain, UAE, Qatar and Oman. Since the institutional framework was still in its infancy, this movement is not fully documented and is hence under-reported in the data provided by the Pakistani Bureau of Emigration (BOE). Thereafter, by early 1980s the institutional framework was in place and statistical information for the remaining period is of fairly good quality.

The Government of Pakistan was reasonably quick in recognizing that the government's task should be divided between two separate departments. One should focus on issues historically performed by the government as protector of emigrants. This was to ensure that contracts were reasonably fair and that intending migrants were not cheated either by the recruiting agents or by the prospective employers abroad. These fears had their origins in the labour migration from South Asia to various parts of the British Empire in the eighteenth and nineteenth centuries. The labour movement of that time is generally referred to as 'indentured' labour and in some cases was highly exploitative. Consequently, the British Government had developed an office called Protector of Emigrants to support the rights of the migrant workers. As one would expect this office was double edged. If operated intelligently and with integrity it would help the emigrating workers. But if those conditions were not met it could also be a source of red tape and potential corruption to withhold the movement of workers to simply extort facilitation money from them. But besides the protector function it was important to simply register the emigrating workers, without excessive intervention in the labour markets. The Government of Pakistan introduced a new office titled the "Bureau of Emigration" for that purpose. In subsequent years the Bureau of Emigration (BOE) has been a very

effective provider of information of every departing member of the labour force. The requirements of the BOE from the departing labour are not too stringent. Hence they do not deter workers from registering with it. Nonetheless, the BOE mostly registers those Pakistanis who obtain a work permit before their departure from Pakistan. The system is very effective for most work categories, but it does tend to miss out on workers of higher skills or those who fall in the professional category. Many among them may seek a job in the Gulf without registering with the BOE. Consequently, they might be under-represented in the BOE data. But since their share in the labour force is well under 5%, any lacunae in registration might not significantly alter the estimation of total size of Pakistani labour force in the Gulf as determined by the BOE records.

The Bureau of Emigration (BOE) of Pakistan records information on the district of origin of the departing workers, as well as the occupation for which the person is being hired. Thus, the data provides a good basis for calculating the outflow of labour from year to year, by the year of departure, distribution among the recipient or host countries and profile of work force in terms of occupational category and the region of origin in Pakistan.

These data however present one major problem. While there is good information on the out-flow of workers, one would not know much about the return flow. The work contracts are for a specific period of time and are renewable. But it is estimated by research that the average length of residence for a typical worker is around 5 years. This means that the stock of labour force at any given time, as for example in the current year would be considerably less than the outflow during the last 30 years. Many would have returned to the Pakistan, while some might have moved to another country outside the Gulf region.

One must take into account the factor of return on the one hand and the under reporting by BOE on the other. Firstly, the initial upsurge of labour force outflow in the 1970s was not fully documented by BOE. We estimate that nearly half a million workers going to the Gulf remained unreported by the BOE during that period. Secondly, while the BOE has captured the large majority of workers going abroad on a labour contract after 1980, a smaller number still falls outside this net. These include those who enter the Gulf legally but seek jobs after they arrive in the Gulf. Others may simply enter without a legitimate visa.

Taking all of these considerations into account we estimate that more than 4 million Pakistanis have worked as part of the labour force in the Gulf during 1970-2006. Approximately one half of them have returned to Pakistan or moved out of GCC labour market during the same period. This leaves a net figure of approximately 2 million Pakistani workers who currently work in the GCC countries.

Appendix A provides details on the size of Pakistani labour force in the Gulf and its evolution during the period 1971-2006, whereas figures for the latest available year (2006) are given in the following table.

Table 1: Pakistanis leaving to work in GCC and the rest of the World during 2006

| | |
|-----------------------------------|---------------|
| GCC | 174000 |
| UAE | 100,000 |
| Saudi Arabia | 46,000 |
| Oman | 13,000 |
| Kuwait | 11,000 |
| Qatar | 2,000 |
| Bahrain | 2,000 |
| Europe & North America | 70,000 |
| East Asia | 6,500 |
| Malaysia | 5,000 |
| Korea | 1,000 |
| China | 500 |

Source: Bureau of Emigration (*Government of Pakistan*)
data compiled by Gallup Pakistan

Country wise Distribution of Pakistani Labour Force in the Gulf

Until recently Saudi Arabia was the major recipient of Pakistani labour force in the Gulf Region. The reasons were quite predictable since Saudi Arabia was by far the largest GCC country in terms of its local population. Besides it had links with the Pakistani population due to pilgrims traveling to Mecca and Medina, as a result of which a network of relationships and logistical connections had already existed. These channels were quite quick to adapt themselves to serve the growing demand for workforce in Saudi Arabia in the 1970s. This trend continued until the 1990s. The data show that in recent years, the UAE has overtaken as the principal GCC destination for Pakistan's labour force. The explanation might lie in higher levels of economic growth and infrastructure development in the UAE as well as greater facilitation in the process of labour movement. It would be useful to explore this subject in greater detail in future research.

**Table 2: Number of Pakistani Workers leaving for GCC countries
(1970-2006)**

| | All GCC | Saudi Arabia | UAE | Oman | Kuwait | Qatar | Bahrain |
|--------------------------|------------------|------------------|----------------|----------------|----------------|---------------|---------------|
| Total 1971-2000 | 2,709,890 | 1,648,279 | 626,705 | 212,131 | 106,307 | 65,987 | 50,481 |
| Annual average 1971-2000 | 90,330 | 54,943 | 20,890 | 7,071 | 3,544 | 2,200 | 1,683 |
| Workforce outflow during | | | | | | | |
| 2001 | 122,731 | 97,262 | 18,421 | 3,802 | 440 | 1,173 | 1,633 |
| 2002 | 143,697 | 104,783 | 34,113 | 95 | 3,204 | 1,022 | 480 |
| 2003 | 207,900 | 126,397 | 61,329 | 6,911 | 12,087 | 809 | 367 |
| 2004 | 167,400 | 70,896 | 65,786 | 8,982 | 18,498 | 855 | 2,383 |
| 2005 | 127,810 | 35,177 | 73,642 | 8,019 | 7,185 | 1,612 | 2,175 |
| 2006 | 172,837 | 45,594 | 100,207 | 12,614 | 10,545 | 1,630 | 2,247 |

Source: Bureau of Emigration (*Government of Pakistan*) data compiled by Gallup Pakistan

Regional Origins of Pakistani Labour Force in the Gulf (1981-2006)

Pakistan is a federal state with four provinces, in addition the **Tribal areas** (*adjacent the province of NWFP*) the **North Areas** (*bordering on China*) and the **AJK** constituting the Kashmiri population. We have looked at the share of the four provinces and the other two categories **Tribal and Northern Areas**, and **AJK** among the outflow of Pakistani workers since 1980, the period on which good data are available. This is also the period which accounts for the outflow of large majority of the current labour force in the Gulf. Consequently, the proportions reflected in these numbers may be a fairly accurate reflection of the provincial or regional origins of Pakistani labour force in the Gulf. One must however note that these are **outflow numbers** and not the **number of workers presently** engaged in the Gulf. As a rule of thumb, the current working labour force might be approximately half of what is reported in the table. This is

because many workers permanently return to Pakistan after working in the Gulf for a few years.

Table 3: Provincial Background of Pakistani Labour Force in the Gulf

(Based on labour force which left Pakistan for Gulf during 1981-2006)

| | Number | Percentage in total pool of labour force |
|---------------------------------------|-------------|--|
| Punjab | ≈ 1,676,000 | 52% |
| Sindh | ≈ 315,000 | 10% |
| NWFP | ≈ 825,000 | 25% |
| Balochistan | ≈ 41,000 | 1.3% |
| Tribal Area (and Northern Areas) NWFP | ≈ 178,000 | 6% |
| Kashmir (AJK) | ≈ 211,000 | 6% |

Source: Bureau of Emigration (*Government of Pakistan*) data compiled by Gallup Pakistan

On the whole all four provinces of Pakistan, Tribal Areas and Kashmir are represented among the Pakistani labour force in the Gulf. The province of Punjab has the highest representation constituting a little over half of the entire labour force. But that is to be expected since the province of Punjab constitutes 55% of Pakistan's population. The largest component among Pakistani labour force in the Gulf comes from NWFP. They constitute around 25% of Pakistani labour force in the Gulf. If one was to add the 6% of labour force originating from the adjoining Tribal Areas and Northern Areas of Pakistan's population, the share of NWFP among labour force in the Gulf is twice its share in the population. The higher proportion of NWFP among labour force in the Gulf is explained by the low level of industrial and agricultural activity in the province. Since the opportunities for gainful employment in their home districts are not available a large number of young male adults seek work opportunities elsewhere. Traditionally, many among them migrated to work in industrial and

commercial cities within Pakistan. But since the opening up of labour needs in the Gulf, these destinations have changed. Furthermore they are known to be particularly efficient in civil works and building of infrastructure like roads bridges and other construction sites. Considering that this sector constitutes a major part of development activity in the Gulf, labour force from NWFP is heavily represented among Pakistani labour force in the Gulf.

In the province of Sindh there is adequate representation from the city of Karachi, but the interior or rural parts of Sindh are under represented in proportion to their share in the country's population. The same is true for the province of Balochistan. But it is conceivable that in the case of Balochistan a part of the labour force has migrated independent of the formal migration channels reflected in the BOE data. They have maintained a historic link with the Gulf explained in an earlier section of this paper, and may still be using the older private and personal labour recruiting channels.

The data also show a sizeable number of labour force from Kashmir, accounting for approximately 6% of the total number of Pakistanis working in the Gulf. The AJK is also relatively under-developed in terms of agriculture and industry and thus its youth are keen to look abroad for work in the same manner as the youth of NWFP and Tribal Areas.

Table 4: High Migration Districts of Pakistan

Districts which are particularly prominent among
Pakistani Labour Force in the Gulf

(Based on labour force which left Pakistan for Gulf during **1981-2006**)

| PUNJAB Province | Total pool of workers which left from the following division (1981-2006) | Percent of Total |
|---|--|------------------|
| Gujranwala Division (including district of Gujranwala, Gujrat, Hafizabad, Mandi Bahauddin, Narowal, Sialkot) | ≈ 490,000 | 15% |
| Rawalpindi Division (including district of Attock, Chakwal, Jhelum, Rawalpindi) | ≈ 370,000 | 11% |
| Lahore Division (including district of Kasur, Lahore, Okara, Sheikhpura) | ≈ 250,000 | 8% |
| Faisalabad Division (including district of Faisalabad, Jhang, Toba Tek Singh) | ≈ 150,000 | 5% |
| Multan Division (including district of Khanewal, Lodhran, Multan, Pakpattan, Sahiwal, Vehari) | ≈ 146,000 | 5% |
| Dera Ghazi Khan Division (including district of Dera Ghazi Khan, Layyah, Muzaffargarh, Rajanpur) | ≈ 105,000 | 3% |
| Bahawalpur Division (including district of Bahawalnagar, Bahawalpur, Rahim Yar Khan) | ≈ 80,000 | 3% |
| Sargodha Division (including district of Bhakkar, Khushab, Mianwali, Sargodha) | ≈ 80,000 | 2.5% |
| PUNJAB (Total) | | 52% |
| NWFP Province | Total pool of workers which left from the following division (1981-2006) | Percent of Total |
| Peshawar Division (including district of Charsadda, Nowshera, Peshawar) | ≈ 120,000 | 3% |
| Mardan Division (including district of Mardan, Swabi) | ≈ 110,000 | 3% |
| Kohat Division (including district of Hangu, Karak, Kohat) | ≈ 85,000 | 2.5% |
| Bannu Division (including district of Bannu, Lakki Marwat) | ≈ 50,000 | 2% |
| D.I. Khan Division (including district of D. I. Khan, tank) | ≈ 30,000 | 1% |
| Malakand Division (including district of Buner, Chitral, Lower Dir, Malakand Protected Area, Shangla, Swat, Upper Dir) | ≈ 315,000 | 10% |
| Hazara Division (including district of Abbottabad, Batagram, Haripur, Kohistan, Mansehra) | ≈ 120,000 | 3% |
| NWFP (Total) | | 25% |

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| SINDH Province | Total pool of workers which left from the following division (1981-2006) | Percent of Total |
|---|--|------------------|
| Karachi Division (including district of Karachi Central, Karachi East, Karachi South, Karachi West, Malir) | ≈ 250,000 | 8% |
| Hyderabad Division (including district of Badin, Dadu, Hyderabad, Thatta) | ≈ 30,000 | 1% |
| Larkana, Sukkur, Mirpur Khan | ≈ 45,000 | 1.5% |
| SINDH (Total) | | 10% |

| BALUCHISTAN Province | Total pool of workers which left from the following division (1981-2006) | Percent of Total |
|-------------------------------|--|------------------|
| Quetta, Zhob | ≈ 21,000 | 1.5% |
| Kalat, Sibi, Nasirabad | ≈ 21,000 | |
| Makran | ≈ 7,500 | |
| BALUCHISTAN (Total) | | 1.5% |

| | Total pool of workers which left from the following division (1981-2006) | Percent of Total |
|---|--|------------------|
| TRIBAL AREA (and Northern Area) | ≈ 180,000 | 6% |

| | Total pool of workers which left from the following division (1981-2006) | Percent of Total |
|---|--|------------------|
| KASHMIR (AJK) (and Northern Area) | ≈ 210,000 | 6% |

Source: Bureau of Emigration (*Government of Pakistan*) data compiled by Gallup Pakistan

Share of GCC in Emigration from Pakistan

The data show that the labour force leaving the country through the Bureau of Emigration (BOE) is largely, over 95%, to the six countries of GCC. There may be an under-reporting of labour migration in the technically skilled and professional workers, who do not necessarily leave through the BOE. But since the workforce in those categories by their very nature is small on the whole, the available data may closely reflect the true picture.

This is not to ignore that size of workforce does not tell the entire story of labour migration. Pakistani migrant workers in Europe and North America send remittances which are disproportionately higher than their share in the current level of emigration. This is for several reasons, including the fact that the number of persons leaving for Europe and North America was quite high in the past from 1960-2000 and many among them belonged to technically skilled and professional classes. As a result they earn more and send higher amounts of remittances. The relevant table on remittances is indicative.

Table 5: Remittances Received by Pakistan from different parts of the World (2006)

| | <i>USD (Million)</i> |
|-------------------|----------------------|
| North America | 1,324 |
| Europe | 1,200 |
| GCC | 2,000 |
| Rest of the World | 76 |
| TOTAL | 4,600 |

Source: State Bank of Pakistan (*Government of Pakistan*)
data compiled by Gallup Pakistan

Occupational Composition of Pakistani Labour Force in the Gulf

Pakistanis are represented in all professions in the Gulf. But as one would expect the large majority is in unskilled and skilled labour. There are also a sizeable number of technicians and a small number of professionals. But unlike the workforce of certain other nationalities, Pakistanis are overwhelmingly in the production sector. Their representation in the service sector is relatively small. In contrast, the representation of East Asia in the service sector would perhaps be disproportionately high. The ratio between the unskilled, skilled and technical workforce has experienced minor changes from time to time during the last thirty years, but the broad shares have been rather stable. The skilled and unskilled labour constitutes over 90% of the total workforce, divided roughly half and half between skilled and unskilled. The remaining are technicians and professionals, the large share going to the technicians.

Table 6: Occupational Breakdown of Pakistani Labour Force in the Gulf Among the Total Pool of workers (1971-2006)

Note: This is the global picture, but since Gulf constitutes over 95% of total, the following breakdown is a good indication of the occupational breakdown of labour force in the Gulf.

| | |
|--------------|------------------|
| Unskilled | 1,750,000 |
| Skilled | 1,850,000 |
| Technical | 120,000 |
| Professional | 60,000 |
| TOTAL | 3,780,000 |

Source: Bureau of Emigration (*Government of Pakistan*) data compiled by Gallup Pakistan

Table 7: Comparative Share of various Occupations among Overseas Pakistani Workers (1971-2006)

Percent of total labour force leaving that year

| | Unskilled | Skilled | Technical | Professional |
|-----------------------|-----------|---------|-----------|--------------|
| 1971-2000 | 46.5% | 48% | 4% | 1.5% |
| 2001 (total=128,000) | 40% | 55.5% | 2% | 2.5% |
| 2002 (total =147,000) | 40% | 57% | 2% | 1.6% |
| 2003 (total =214,000) | 43% | 54% | 2% | 1.2% |
| 2004 (total =174,000) | 47% | 49% | 2% | 2% |
| 2005 (total =142,000) | 49% | 46% | 3% | 2% |
| 2006 (total =183,000) | 51% | 43% | 3% | 3% |

Source: Bureau of Emigration (*Government of Pakistan*) data compiled by Gallup Pakistan

Future Outlook

The outflow of labour force from Pakistan to the Gulf has in one way been remarkably stable during the last thirty years. Pakistan started sending approximately 100,000 workers to the Gulf each year around 1980. Since then, there has been a constant outflow and the figure has steadily increased reaching approximately 175,000 persons annually in 2006. In the meantime Pakistan's population has also doubled so the ratio to population has not changed much. The districts of origin within Pakistan have also maintained their pattern. There is sizable outflow from Punjab, proportionate to its size, whereas NWFP, Tribal Areas and Kashmir have been heavy participants in this process. They send workforce nearly twice as numerous as their share in the population. The skill composition of the workforce has also remained quite stable.

However, in recent years there have been some signs of change. Firstly, the top most destination for Pakistani labour force in the Gulf has significantly shifted from Saudi Arabia to UAE (*see Table 1*). Secondly there are indications that a larger number of professionally skilled people are also leaving to work in the Gulf (*see Table 7*). Some of them are reflected in the official Bureau of Emigration data while others are not because they do not use the BOE as a channel.

In the meantime the economies of the Gulf are also undergoing a change. There is a trend in the Gulf to develop megacities to participate in the global economy. The newly emerging economic realities (*and aspirations*) among the leaders of the Gulf are rooted in their oil wealth but they are also keen to look beyond it into developing service sector hubs for the global sector. If this trend continues the future economic opportunities in the Gulf will take a slightly different turn and its workforce requirements will follow suit. There is an early indication that Pakistan is poised to play its role in meeting the workforce needs of the Gulf economies of the future. We hope that this paper, which provides an analysis of the past and the present, will provide the necessary benchmark to plan for the future.

APPENDICES

SIZE OF PAKISTANI LABOUR FORCE IN THE GULF:

The Pool and the Flow

Total Outflow (1970-2006)

The number of Pakistanis who left for entering GCC to work during 1970-2006, and registered with the Bureau of Emigration (BOE) were **3.6 million**. Annual average during the entire period (1971-2006) was \simeq **102,000**

Annual Averages

The figures are available for individual years. However, for ease of understanding we are computing the annual average for various decades, beginning with the 1970s and proceeding on.

The Seventies (1971-80)

Total emigrants for work through BOE during 1971-80 were \simeq **608,000**. Hence the Estimated Annual Average during the 1970s is \simeq **61,000**. This period is likely to be severely under-reported in the BOE data. It was an early period and the registration process was under-developed. Large numbers of workers were leaving Pakistan without adequate registration. The actual number would easily be twice the reported number.

The Eighties (1981-90)

Total emigrants for work through BOE during 1981-90 were \approx **1,002,000**.
Hence the Estimated Annual Average during the 1980s is \approx **100,000**.

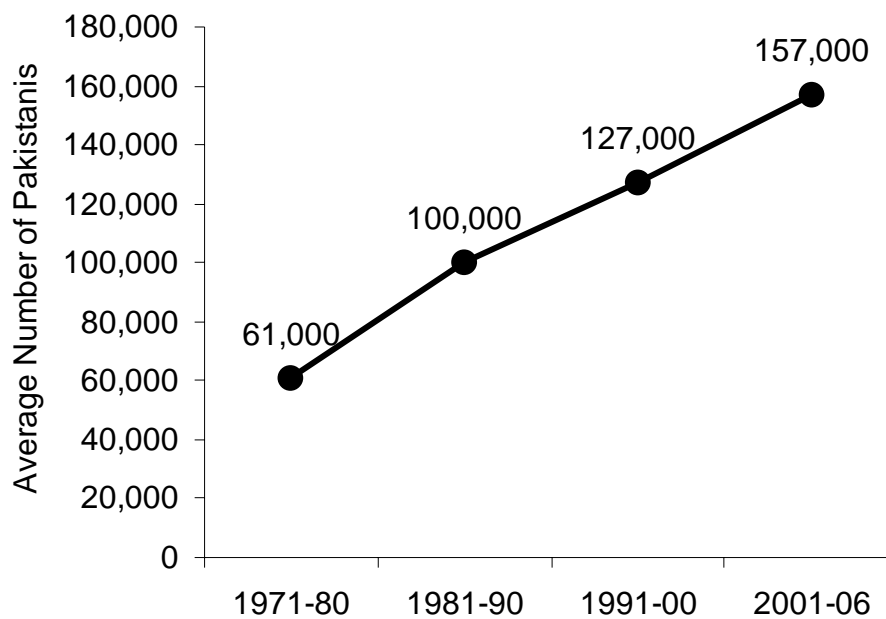
The Nineties (1991-2000)

Total Emigrants for work through BOE during 1991-2000 were \approx **1,272,000**.
Hence the Estimated Annual Average during the 1990s is \approx **127,000**.

First six years after 2000

Total Emigrants for work through BOE during 2001-06 were \approx **942,000**. Hence
the Estimated Annual Average during the 2000 is \approx **157,000**.

Annual Number of Pakistani Labour leaving to enter GCC



Source: Bureau of Emigration (*Government of Pakistan*) data compiled by Gallup Pakistan

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Appendix B

PAKISTANIS GOING ABOARD TO WORK:

Time Series Data

1971-2006

| Year | Number | Average Per Year During the Decade |
|------------------|----------------|---------------------------------------|
| 1971-1980 | 608093 | <i>60,809.3</i> |
| 1971 | 3534 | |
| 1972 | 4530 | |
| 1973 | 12300 | |
| 1974 | 16328 | |
| 1975 | 23077 | |
| 1976 | 41690 | |
| 1977 | 140445 | |
| 1978 | 129533 | |
| 1979 | 118259 | |
| 1980 | 118397 | |
| 1981-1990 | 1001897 | <i>100,189.7</i> |
| 1981 | 153081 | |
| 1982 | 137535 | |
| 1983 | 120031 | |
| 1984 | 93540 | |
| 1985 | 82333 | |
| 1986 | 58002 | |
| 1987 | 66186 | |
| 1988 | 81545 | |
| 1989 | 95863 | |
| 1990 | 113781 | |
| 1991-2000 | 1272027 | <i>127,202.7</i> |
| 1991 | 142818 | |
| 1992 | 191506 | |
| 1993 | 154529 | |
| 1994 | 110936 | |
| 1995 | 117048 | |
| 1996 | 119629 | |
| 1997 | 149029 | |
| 1998 | 100706 | |
| 1999 | 78093 | |
| 2000 | 107733 | |
| 2001-2006 | 998808 | 166,468 |
| 2001 | 127929 | |
| 2002 | 147422 | |
| 2003 | 214039 | |
| 2004 | 173824 | |
| 2005 | 151320 | |
| 2006 | 184274 | |

Source: Government of Pakistan, Bureau of Emigration Islamabad

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Appendix C

PAKISTANI WORKERS GOING ABROAD TO WORK

Host Country-wise data

Year: 2006

| Region/Country | Number |
|----------------------------------|----------------|
| GCC | 172,837 |
| UAE | 100,207 |
| Saudi Arabia | 45,594 |
| Oman | 12,614 |
| Kuwait | 10,545 |
| Qatar | 2,247 |
| Bahrain | 1,630 |
| North America | 202 |
| United States | 202 |
| Canada | - |
| Europe & Australia | 2,517 |
| UK | 1,741 |
| West Europe | 629 |
| Spain | 183 |
| Italy | 431 |
| Sweden | 3 |
| Switzerland | 4 |
| Germany | 8 |
| Gen-Island | 0 |
| East Europe | 147 |
| Greece | 36 |
| Cyprus | 111 |
| Croatia | 0 |
| Australia | 0 |
| Others | 7,057 |
| Arab World other than GCC | 461 |
| Algeria | 1 |
| Iraq | 0 |
| Jordan | 43 |
| Libya | 66 |
| Lebanon | 4 |
| Sudan | 140 |
| Somalia | 1 |
| Tunisia | 0 |
| Yemen | 127 |
| Morocco | 0 |
| Syria | 79 |
| Asia | 19 |
| Iran | 3 |
| Turkmenistan | 10 |
| Turkey | 2 |
| Azerbaijan | 4 |
| South Asia | 0 |

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| | |
|-------------------------------------|----------------|
| East Asia | 6,428 |
| Brunei | 77 |
| Hong Kong | 16 |
| Singapore | 8 |
| Korea | 1,082 |
| China | 435 |
| Malaysia | 4,757 |
| Japan | 53 |
| Africa other than Arab world | 202 |
| Angola | 10 |
| Gabon | 6 |
| Guinea | 12 |
| Kenya | 7 |
| Nigeria | 55 |
| Sierra Leone | 7 |
| Tanzania | 39 |
| Uganda | 0 |
| West Africa | 0 |
| South Africa | 65 |
| Zambia | 1 |
| Cameroon | 0 |
| Others | 525 |
| Total | 183,191 |

Source: Government of Pakistan, Bureau of Emigration Islamabad

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Appendix D

PAKISTANIS GOING ABROAD TO WORK

Regional Comparisons

Year: 1971-2007

| Year | GCC | | United States | | Europe | | Others | | Total | |
|------------------------|-----------|-----|---------------|--------|--------|--------|---------|--------|------------------|------|
| | # | % | # | % | # | % | # | % | # | % |
| 1971-2000 Total | 2,709,890 | 94% | 802 | 0.028% | 2,571 | 0.089% | 168,754 | 5.855% | 2,882,017 | 100% |
| Yearly Avg. | 90,330 | | | | | | | | | |
| 2001 | 122,731 | 96% | 788 | 0.616% | 2,036 | 1.592% | 2,374 | 1.856% | 127,929 | 100% |
| 2002 | 143,697 | 97% | 310 | 0.210% | 1,181 | 0.801% | 2,234 | 1.515% | 147,422 | 100% |
| 2003 | 207,900 | - | 140 | 0.065% | 1,265 | 0.591% | 4,734 | 2.212% | 214,039 | 100% |
| 2004 | 167,400 | 96% | 130 | 0.075% | 2,320 | 1.335% | 3,974 | 2.286% | 173,824 | 100% |
| 2005 | 127,810 | 90% | 238 | 0.167% | 2,533 | 1.782% | 11,554 | 8.129% | 142,135 | 100% |
| 2006 | 172,837 | 94% | 202 | 0.110% | 2,517 | 1.374% | 7,635 | 4.168% | 183,191 | 100% |

Note: Percentage have been suitably rounded off

Source: Government of Pakistan, Bureau of Emigration Islamabad

**OCCUPATIONAL DISTRIBUTION OF
PAKISTANIS GOING ABROAD TO WORK**

Time Series Data

Year: 1971-2006

| CATEGORIES | 1971-2000 | | | 2001 | | 2002 | | 2003 | | 2004 | | 2005 | | 2006 | | 2001-06 | | Grand Total | |
|-------------------------|------------------|----------------|-------|----------------|-------|----------------|-------|----------------|-------|----------------|-------|----------------|-------|----------------|-------|----------------|-------|------------------|-------|
| | Number | Yearly Average | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % |
| Professional | 40,409 | 1,347 | 1.4 | 2,949 | 2.3 | 2,364 | 1.6 | 2,464 | 1.15 | 3,002 | 1.72 | 3,571 | 2.51 | 5,287 | 2.88 | 19,637 | 1.98 | 60,046 | 1.58 |
| Technicians | 97,476 | 3,249 | 3.47 | 2,771 | 2.1 | 2,999 | 2.03 | 4,303 | 2.01 | 3,957 | 2.27 | 3,767 | 2.65 | 5,668 | 3.09 | 23,465 | 2.37 | 120,942 | 3.18 |
| Skilled Worker | 1,360,658 | 45,355 | 48.48 | 70,760 | 55.31 | 83,898 | 56.91 | 114,993 | 53.72 | 84,727 | 48.74 | 65,690 | 46.21 | 78,868 | 43.05 | 498,936 | 50.47 | 1,859,594 | 49 |
| Unskilled Worker | 1,307,664 | 43,589 | 46.59 | 51,449 | 40.21 | 58,161 | 39.45 | 92,279 | 43.11 | 82,138 | 47.25 | 69,107 | 48.62 | 93,368 | 50.96 | 446,502 | 45.16 | 1,754,166 | 46.22 |
| TOTAL | 2,806,207 | | | 127,929 | | 147,422 | | 214,039 | | 173,824 | | 142,135 | | 183,191 | | 988,540 | | 3,794,748 | |

Note: Details on Occupational Categories may be see in Appendix H

Source: Government of Pakistan, Bureau of Emigration Islamabad

REGION OF ORIGIN IN PAKISTAN

PAKISTANIS GOING ABROAD TO WORK

Time Series Data

Year: 1981-2006

PUNJAB:

| Province/Division | 1981-2000 | | | 2001 | | 2002 | | 2003 | | 2004 | | 2005 | | 2006 | | Total | |
|-------------------|----------------|----------------|--------------|--------------|--------------|--------------|--------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|----------------|--------------|
| | Number | Yearly Avg | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % |
| Total | 1156298 | 57814.9 | 51.10 | 60197 | 47.47 | 72237 | 49.17 | 115471 | 54.25 | 96087 | 55.70 | 76476 | 54.21 | 99305 | 54.66 | 1676071 | 51.65 |
| Rawalpindi | 251939 | 12596.95 | 11.13 | 10467 | 8.25 | 16046 | 10.92 | 28839 | 13.55 | 23918 | 13.86 | 17321 | 12.28 | 23235 | 12.79 | 371765 | 11.46 |
| Gujranwala | 330938 | 16546.9 | 14.62 | 15978 | 12.60 | 21458 | 14.61 | 35616 | 16.73 | 30182 | 17.49 | 24175 | 17.14 | 30741 | 16.92 | 489088 | 15.07 |
| Bahawalpur | 55263 | 2763.15 | 2.44 | 3072 | 2.42 | 3325 | 2.26 | 5294 | 2.49 | 4614 | 2.67 | 3994 | 2.83 | 5572 | 3.07 | 81134 | 2.50 |
| Dera Ghazi Khan | 66463 | 3323.15 | 2.94 | 5599 | 4.42 | 5547 | 3.78 | 8933 | 4.20 | 6899 | 4.00 | 5397 | 3.83 | 6090 | 3.35 | 104928 | 3.23 |
| Faisalabad | 107986 | 5399.3 | 4.77 | 6648 | 5.24 | 6734 | 4.58 | 8867 | 4.17 | 7872 | 4.56 | 6130 | 4.35 | 8166 | 4.49 | 152403 | 4.70 |
| Lahore | 185187 | 9259.35 | 8.18 | 8903 | 7.02 | 9541 | 6.49 | 13253 | 6.23 | 11010 | 6.38 | 9216 | 6.53 | 12306 | 6.77 | 249416 | 7.69 |
| Multan | 102160 | 5108 | 4.51 | 6125 | 4.83 | 6944 | 4.73 | 9144 | 4.30 | 7957 | 4.61 | 6000 | 4.25 | 7842 | 4.32 | 146172 | 4.50 |
| Sargodha | 56362 | 2818.1 | 2.49 | 3405 | 2.69 | 2642 | 1.80 | 5525 | 2.60 | 3635 | 2.11 | 4243 | 3.01 | 5353 | 2.95 | 81165 | 2.50 |

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Sind:

| Province/Division | 1981-2000 | | | 2001 | | 2002 | | 2003 | | 2004 | | 2005 | | 2006 | | Total | |
|-------------------|---------------|-----------------|--------------|-------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|---------------|-------------|
| | Number | Yearly Avg | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % |
| Total | 242779 | 12138.95 | 10.73 | 9447 | 7.45 | 10826 | 7.37 | 12963 | 6.09 | 11914 | 6.91 | 11747 | 8.33 | 14831 | 8.16 | 314507 | 9.69 |
| Larkana | 12955 | 647.75 | 0.57 | 515 | 0.41 | 559 | 0.38 | 812 | 0.38 | 610 | 0.35 | 718 | 0.51 | 939 | 0.52 | 17108 | 0.53 |
| Sukkur | 13975 | 698.75 | 0.62 | 809 | 0.64 | 909 | 0.62 | 1055 | 0.50 | 1062 | 0.62 | 1136 | 0.81 | 1139 | 0.63 | 20085 | 0.62 |
| Hyderabad | 22890 | 1144.5 | 1.01 | 1268 | 1.00 | 1994 | 1.36 | 1821 | 0.86 | 1044 | 0.61 | 850 | 0.60 | 1485 | 0.82 | 31352 | 0.97 |
| Mirpur Khas | 5328 | 266.4 | 0.24 | 177 | 0.14 | 187 | 0.13 | 325 | 0.15 | 474 | 0.27 | 361 | 0.26 | 550 | 0.30 | 7402 | 0.23 |
| Karachi | 187631 | 9381.55 | 8.29 | 6678 | 5.27 | 7177 | 4.89 | 8950 | 4.20 | 8724 | 5.06 | 8682 | 6.15 | 10718 | 5.90 | 247975.4 | 7.64 |

NWFP:

| Province/Division | 1981-2000 | | | 2001 | | 2002 | | 2003 | | 2004 | | 2005 | | 2006 | | Total | |
|-------------------|---------------|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|--------------|
| | Number | Yearly Avg | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % |
| Total: | 552962 | 27648.1 | 24.44 | 42521 | 33.53 | 46815 | 31.86 | 59604 | 28.00 | 42946 | 24.89 | 35106 | 24.88 | 44789 | 24.65 | 824743 | 25.42 |
| Malakand | 197496 | 9874.8 | 8.73 | 20577 | 16.23 | 24350 | 16.57 | 30202 | 14.19 | 14803 | 8.58 | 11130 | 7.89 | 13747 | 7.57 | 312305 | 9.62 |
| Hazara | 79821 | 3991.05 | 3.53 | 6407 | 5.05 | 5112 | 3.48 | 6940 | 3.26 | 6755 | 3.92 | 5037 | 3.57 | 6443 | 3.55 | 116515 | 3.59 |
| Peshawar | 83724 | 4186.2 | 3.70 | 5614 | 4.43 | 6614 | 4.50 | 6949 | 3.26 | 6597 | 3.82 | 5817 | 4.12 | 7337 | 4.04 | 122652 | 3.78 |
| Kohat | 62200 | 3110 | 2.75 | 2447 | 1.93 | 2783 | 1.89 | 4116 | 1.93 | 3664 | 2.12 | 4046 | 2.87 | 5108 | 2.81 | 84364 | 2.60 |
| Bannu | 37506 | 1875.3 | 1.66 | 1929 | 1.52 | 2068 | 1.41 | 2317 | 1.09 | 2792 | 1.62 | 2075 | 1.47 | 2544 | 1.40 | 51231 | 1.58 |
| Dera Ismail Khan | 21072 | 1053.6 | 0.93 | 1087 | 0.86 | 857 | 0.58 | 1135 | 0.53 | 1326 | 0.77 | 1015 | 0.72 | 1061 | 0.58 | 27553 | 0.85 |
| Mardan | 71143 | 3557.15 | 3.14 | 4460 | 3.52 | 5031 | 3.42 | 7945 | 3.73 | 7009 | 4.06 | 5986 | 4.24 | 8549 | 4.71 | 110123 | 3.39 |

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Balochistan:

| Province/Division | 1981-2000 | | | 2001 | | 2002 | | 2003 | | 2004 | | 2005 | | 2006 | | Total | |
|-----------------------|----------------|----------------|-------------|---------------|-------------|---------------|-------------|---------------|-------------|---------------|-------------|---------------|-------------|---------------|-------------|----------------|-------------|
| | Number | Yearly Avg | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % |
| Total | 26274 | 1313.7 | 1.16 | 1842 | 1.45 | 1506 | 1.03 | 2574 | 1.21 | 2849 | 1.65 | 3029 | 2.15 | 2753 | 1.52 | 40827 | 1.26 |
| Quetta | 13106 | 655.3 | 0.58 | 692 | 0.55 | 367 | 0.25 | 626 | 0.29 | 718 | 0.42 | 500 | 0.35 | 557 | 0.31 | 16566 | 0.51 |
| Zhob | 2703 | 135.15 | 0.12 | 212 | 0.17 | 212 | 0.14 | 297 | 0.14 | 469 | 0.27 | 538 | 0.38 | 681 | 0.37 | 5112 | 0.16 |
| Sibi | 457 | 22.85 | 0.02 | 8 | 0.01 | 31 | 0.02 | 90 | 0.04 | 24 | 0.01 | 22 | 0.02 | 53 | 0.03 | 685 | 0.02 |
| Naseirabad | 508 | 25.4 | 0.02 | 11 | 0.01 | 47 | 0.03 | 99 | 0.05 | 101 | 0.06 | 273 | 0.19 | 71 | 0.04 | 1110 | 0.03 |
| Kalat | 6331 | 316.55 | 0.28 | 299 | 0.24 | 332 | 0.23 | 646 | 0.30 | 810 | 0.47 | 629 | 0.45 | 807 | 0.44 | 9854 | 0.30 |
| Makran | 3169 | 158.45 | 0.14 | 620 | 0.49 | 517 | 0.35 | 816 | 0.38 | 727 | 0.42 | 1067 | 0.76 | 584 | 0.32 | 7500 | 0.23 |
| Azad Kashmir | 152307 | 7615.35 | 6.73 | 6421 | 5.06 | 8382 | 5.71 | 12097 | 5.68 | 11092 | 6.43 | 8958 | 6.35 | 11976 | 6.59 | 211233 | 6.51 |
| Muzaffarabad | 74911 | 3745.55 | 3.31 | 3760 | 2.97 | 5075 | 3.45 | 7321 | 3.44 | 6796 | 3.94 | 5509 | 3.91 | 6991 | 3.85 | 110363 | 3.40 |
| Mirpur | 77396 | 3869.8 | 3.42 | 2661 | 2.10 | 3307 | 2.25 | 4776 | 2.24 | 4296 | 2.49 | 3449 | 2.44 | 4985 | 2.74 | 100870 | 3.11 |
| Tribal/N-Areas | 132299 | 6614.95 | 5.85 | 6382 | 5.03 | 7153 | 4.87 | 10137 | 4.76 | 7632 | 4.42 | 5758 | 4.08 | 8022 | 4.42 | 177383 | 5.47 |
| Total | 2262919 | 113146 | 100 | 126810 | 100 | 146919 | 100 | 212846 | 100 | 172520 | 100 | 141074 | 100 | 181676 | 100 | 3244764 | 100 |

Source: Government of Pakistan, Bureau of Emigration Islamabad

**REMITTANCE SENT BY
PAKISTANIS GOING ABROAD**

Time Series Data

Year: 1997-2007

| Year | Value in USD (Million \$) |
|-----------------|--------------------------------------|
| 1997 | 1,409 |
| 1998 | 1,490 |
| 1999 | 1,060 |
| 2000 | 984 |
| 2001 | 1,087 |
| 2002 | 2,389 |
| 2003 | 4,237 |
| 2004 | 3,872 |
| 2005 | 4,169 |
| 2006 | 4,600 |
| 2007 till April | 4,450 |

Source: State Bank of Pakistan

Detailed Code of Various Occupational Categories
of Pakistanis working in the Gulf

| Unskilled Category | Skilled Category | Technicians | Professional |
|--------------------|-------------------|---------------------------|---------------|
| 1- Agriculture | 1- Welder | 1- Nurse | 1- Engineer |
| 2- Waiter/Bearer | 2- Storekeeper | 2- Teacher | 2- Doctor |
| 3- Labourer | 3- Mason | 3- Secretary | 3- Accountant |
| 4- Salesman | 4- Carpenter | 4- Secretary/Stenographer | 4- Manager |
| | 5- Electrician | 5- Clerk/Typist | |
| | 6- Plumber | 6- Foreman/Supervisor | |
| | 7- Steel Fixer | 7- Computer/Prog/Analyst | |
| | 8- Painter | 8- Pharmacist | |
| | 9- Technician | 9- Rigger | |
| | 10- Mechanic | | |
| | 11- Cable Jointer | | |
| | 12- Driver | | |
| | 13- Operator | | |
| | 14- Tailor | | |
| | 15- Surveyor | | |
| | 16- Fitter | | |
| | 17- Denter | | |
| | 18- Designer | | |
| | 19- Goldsmith | | |
| | 20- Draftsman | | |
| | 21- Blacksmith | | |
| | 22- Photographer | | |
| | 23- Artist | | |

Source: Bureau of Emigration (*Government of Pakistan*) data compiled by Gallup Pakistan

Introduction to Bureau of Emigration & Overseas Employment (BE & OE)

Introduction

The Bureau of Emigration and Overseas Employment is an attached department of Ministry of Labour, Manpower and Overseas Pakistanis, which was established in 1971. The following offices are working under the administrative control of Bureau of Emigration and Overseas Employment.

Activities/Function:

The activities and functions of Bureau under Emigration Ordinance, 1979 and Rules made there under are:

- 1) To control and regulate emigration,
- 2) To look after the interests and welfare of such emigration,
- 3) To look after the welfare of seamen

Achievements:

- i) To achieve its objectives the Bureau has evolved a systematic policy under the Emigration Ordinance, 1979 and rules made there under in accordance with the Ordinance as well as under Section 91 of the Merchant Shipping Act, 1923.

- ii) The policy of the Bureau is administered through field offices within and outside the country.

- iii) Since its inception, the Bureau of Emigration and Overseas Employment has played a vital role in meeting its objectives by providing foreign employment to about 3.8 million persons through its Regional Offices in Pakistan and has rendered welfare assistance to millions of emigrants working aboard through the Community Welfare Attaches based in different countries.

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