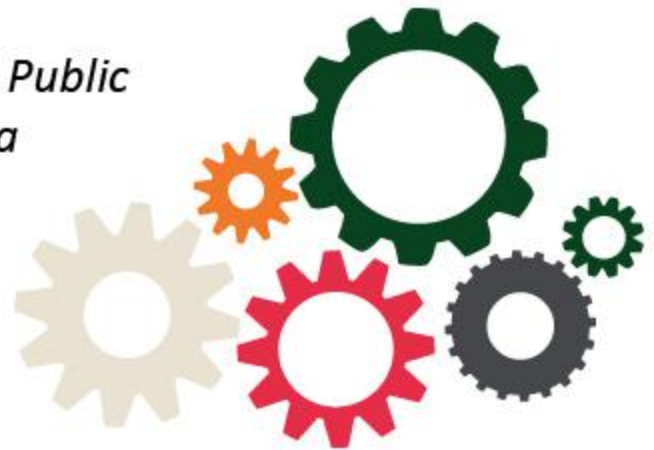


Manpower Distribution Annual Statistical Bulletin of Federal Government Employees for (2019-20)

*Gallup Pakistan Analysis of 'Pakistan Public
Administration Research Centre' Data*



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Out of around half-a-million personnel working in the federal government, 42% belong to the interior division, 22% to defence division

Division-wise Manpower Distribution in Federal Government:



Actual working strength **42.09%**

Amongst the divisions of the Federal Government, Interior Division contains 42.09% of the actual working strength.

Basic Scale Wise Percent Share of Employees:



1-4 Basic Scale Grade **27%**

Around a quarter (27%) of federal government employees fall in 1-4 basic scale grade

Basic Scale Wise Distribution of Employees Working in Main Secretariat:



BS-1 **29.5%**

BS-16 **18.6%**

For BS-16 employees, nearly 3 in every 10 (29.5%) working in Main Secretariat belong to BS-1 grade, and nearly 2 in 10 (18.6%) belong to BS-16

Basic Scale Wise Distribution of Employees Working in Attached Departments and Subordinate Offices:



Basic-scale-wise analysis of employees working in attached departments and subordinate offices shows that BS 1-4 is at first position with **26.5%** share in the total strength of employees in BS 1-16. As for grades BS 17-22, BS-17 comprises **59.6%**

PRESS RELEASE

Gallup Pakistan Analysis of 'Pakistan Public Administration Research Centre' Data

*Out of around half-a-million personnel working in the federal government, 42% belong to the interior division, 22% to defence division – **Manpower Distribution – Annual Statistical Bulletin of Federal Government Employees for (2019-20)***

Islamabad, 16th November, 2023

Gallup Pakistan, as part of its Big Data Analysis initiative, is looking at Manpower Distribution. This data is part of a publication called the 'Annual Statistical Bulletin of Federal Government Employees for 2019-20'.

The current edition looks at data from Pakistan Public Administration Research Centre (which can be found [HERE](#)).

What is the Big Data Analysis Series by Gallup?

Gallup Pakistan's Big Data series was started by Bilal I Gilani, Executive Director of Gallup Pakistan. Bilal explains the rationale of the series: "The usual complaint from academics and policy makers is that Pakistan does not have data availability. Our experience negates that. Pakistan has lots of data, but it is not available in a usable form and not widely accessible. At Gallup we plan to bridge this gap in terms of accessibility and use of data. The Gallup Big Data series has earlier worked with data sets such as PSLM, Labour Force Survey, and Economic Survey reports as well as National Census Reports and Election Commission Data sets. The current series is using the Pakistan Demographic Survey, an annual compilation which seldom has data points not covered in many other reports. We hope that these series are useful, and we welcome both feedback as well as possible collaborations as we create a public good in the form of useful data sets in Pakistan."

What data points this current edition covers:

This series aims to present the important learnings from the Pakistan Public Administration Research Centre for policy makers, the public, as well as for marketers in an easy and understandable way. This edition looks at Manpower Distribution. The series' main aim is to provide data. Implications of these data points for development sector as well as wider socio-political ramifications is something we would like to trigger in relevant circles.

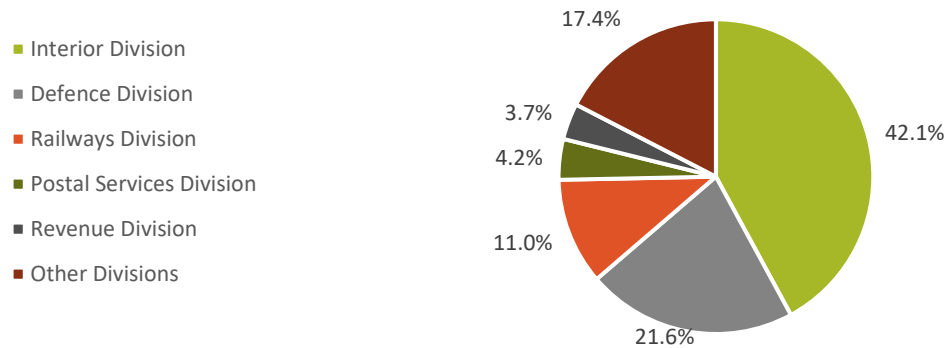
Today's topic is “**Domicile of Federal Government Employees**” from Annual Statistical Bulletin of Federal Government Employees for 2019-20

Key Findings:

- 1) **Division-wise Manpower Distribution in Federal Government:** Amongst the divisions of the Federal Government, Interior Division contains 42.09% of the actual working strength
- 2) **Basic Scale Wise Percent Share of Employees:** Around a quarter (27%) of federal government employees fall in 1-4 basic scale grade
- 3) **Basic Scale Wise Distribution of Employees Working in Main Secretariat:** For BS-16 employees, nearly 3 in every 10 (29.5%) working in Main Secretariat belong to BS-1 grade, and nearly 2 in 10 (18.6%) belong to BS-16
- 4) **Basic Scale Wise Distribution of Employees Working in Attached Departments and Subordinate Offices:** Basic-scale-wise analysis of employees working in attached departments and subordinate offices shows that BS 1-4 is at first position with 26.5% share in the total strength of employees in BS 1-16. As for grades BS 17-22, BS-17 comprises 59.6%

(Note: It is pertinent to mention that domicile wise strength of employees does not depict the actual position of provincial quota in Federal Government employment. The reason is that the data are collected according to domicile wise strength of employees which include posts filled through promotions and by direct recruitment on merit quota (7.5%) in addition to provincial quota. It also includes posts of BS-1 to BS-5 which are locally recruited. In addition, every Ministry / Division / Department has own recruitment rules separately for each post and quota roster are maintained independently for each and every post. Therefore, simple calculation of quota percentage from total working strength is not the true picture of provincial / regional quota applicable for employment in the Federal Government).

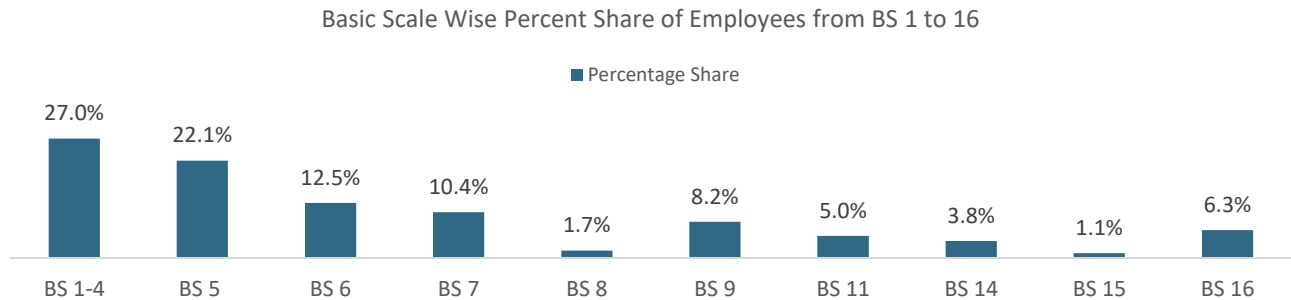
1) Division-wise Manpower Distribution in Federal Government



Source: Annual Statistical Bulletin Of Federal Government Employees For (2019-20); analyzed by Gallup Pakistan

The actual working strength of the Federal Government is 565,082 (according to the source of data). Looking at the manpower according to division shows that the Interior Division is the largest administrative unit, with a 42.1% share. The Defence Division has the second largest share of manpower, at 21.6% followed by the Railways (11%), Postal Services (4.2%), and Revenue (3.7%) divisions.

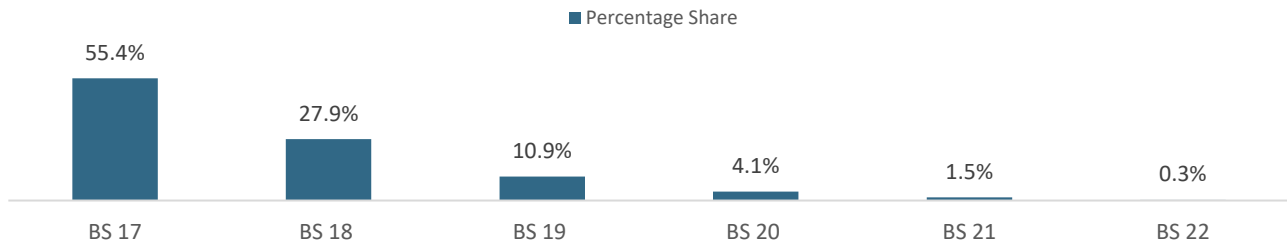
2) Basic Scale Wise Percent Share of Employees in Federal Government:



Source: Annual Statistical Bulletin Of Federal Government Employees For (2019-20); analyzed by Gallup Pakistan

Basic scale (BS) -wise analysis shows that the employees of grade/scale 1-4 comprised the largest proportion, 27%, among the total working employees in the Federal Government. Nearly as many, 22.1%, are working at BS-5. The third, fourth, and fifth largest scale-wise segments of federal employees are BS-6 (12.5% of the total), BS-7 (10.4%), and BS-9 (8.2%) respectively. Following them are employees in BS-16 with 6.3%, BS-11 with 5%, BS-14 with 3.8%, BS-8 with 1.7% and BS-15 with 1.1%. The remaining scales (BS-12, BS-10, and BS-13) comprise less than 1% share of the employees of BS 1 to 16.

Basic Scale Wise Percent Share of Employees from BS 17 to 22

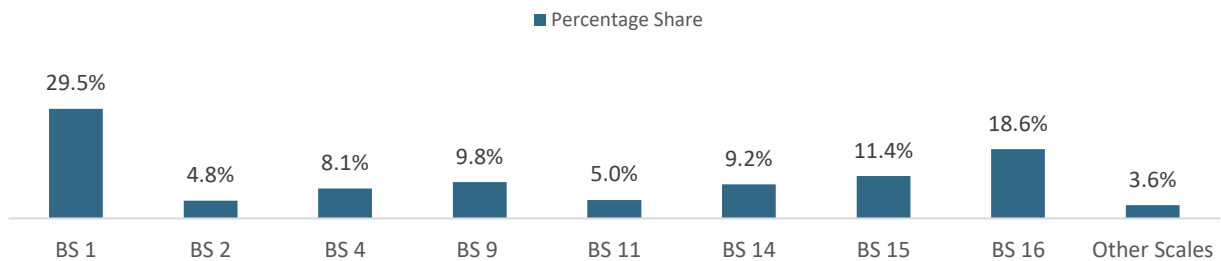


Source: Annual Statistical Bulletin Of Federal Government Employees For (2019-20); analyzed by Gallup Pakistan

In the actual strength of officers working in BS 17-22, BS-17 has the highest percentage share at 55.4%, followed by BS-18 at 27.9%, BS-19 at 10.9%, BS-20 at 4.1%, and BS-21 and BS-20 at 1.5% and 0.3% respectively.

3) Basic Scale Wise Distribution of Employees Working in Main Secretariat:

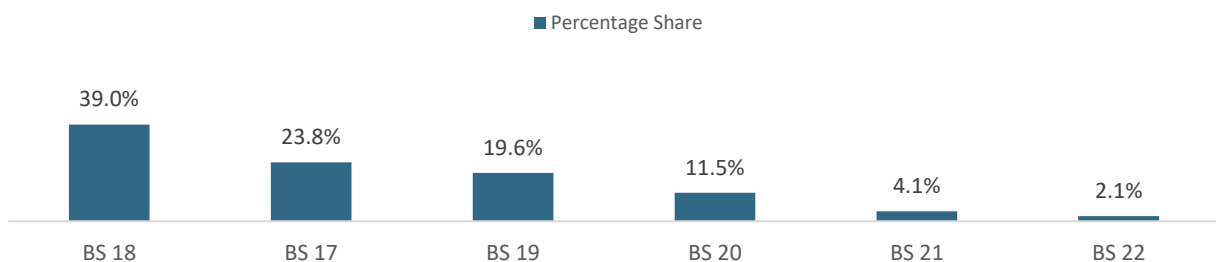
Employees Working in Main Secretariat in BS 1-16



Source: Annual Statistical Bulletin Of Federal Government Employees For (2019-20); analyzed by Gallup Pakistan

The analysis of employees in BS 1-16 working in the Main Secretariat shows that BS-1 grade employees constitute the largest proportion, 29.5%, (around 3 in 10) out of the actual total strength. BS-16 comprises 18.6% of the scale-wise manpower in Main Secretariat. BS-15 consists of 11.4%, BS-9 has 9.8%, BS-14 has 9.2%, BS-4 has 8.1%, BS-11 has 5% and BS-2 has 4.8% share while other scales have collective 3.6% share among employees of BS 1-16.

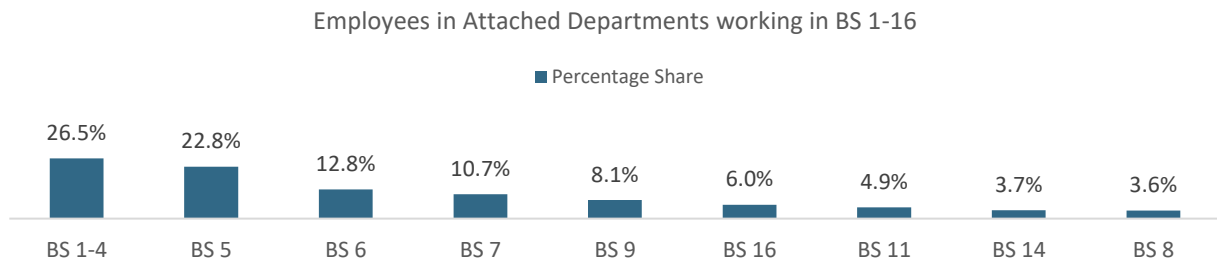
Employees Working in Main Secretariat in BS 17-22



Source: Annual Statistical Bulletin Of Federal Government Employees For (2019-20); analyzed by Gallup Pakistan

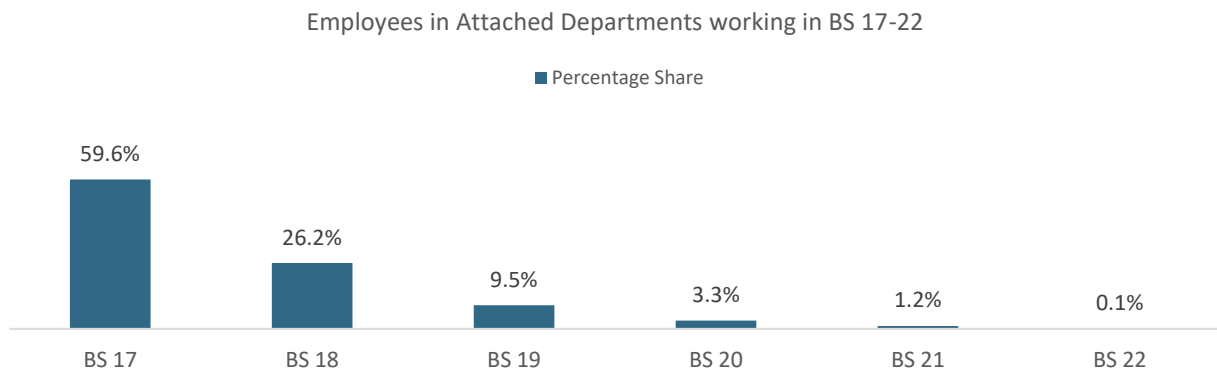
With regards to the actual strength of officers working in BS 17-22, share of BS-18 is greatest at 39% while share of each, BS-17, BS-19, BS-20, BS-21, and BS-22, is 23.8%, 19.6%, 11.5%, 4.1% and 2.1% respectively.

4) Basic Scale Wise Distribution of Employees Working in Attached Departments and Subordinate Offices:



Source: Annual Statistical Bulletin Of Federal Government Employees For (2019-20); analyzed by Gallup Pakistan

Basic scale (BS) wise analysis of employees working in attached departments and subordinate offices shows that BS 1-4 is at first position with 26.5% share in the total strength of employees in BS 1-16. The employees of BS-5 have 22.8% share, BS-6 have 12.8%, BS-7 have 10.7%, BS-9 have 8.1%, BS-16 have 6%, BS-11 have 4.9%, BS-14 have 3.7% and BS-8 have 1.7% share while other scales have less than 1% share of total employees in attached departments.



Source: Annual Statistical Bulletin Of Federal Government Employees For (2019-20); analyzed by Gallup Pakistan

As for the actual strength of officers in BS 17-22, when it comes to employees in attached departments, BS-17 comprises the largest segment, with 59.6% of the total strength, followed by BS-18 at 26.2%, BS-19 at 9.5%, BS-20 at 3.3%, and BS-21 and BS-22 with 1.2% and 0.1% respectively.

Wish to Contribute to Gallup Big Data Analysis?

Gallup Pakistan is looking for collaboration with researchers to expand both the Big Data Analysis project as well as this study of Annual Statistical Bulletin of Federal Government Employees for 2019-20. If you have any ideas, please write to Bilal I Gilani, Project Director, Big Data Analysis at Gallup Pakistan.

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