



International
Labour
Organization

Female labour migration from Pakistan

International Labour Organization 2020



Population:
216 million
World's 5th most
populous country
Labour force
of 61.7 million

22%



Female labour force
participation rate

Source: Labour force survey 2017-18

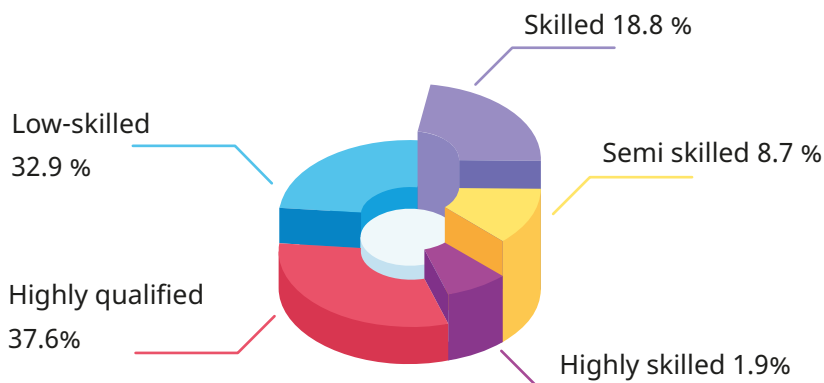
Out of total stock
of 11.11 million
Pakistani migrant
workers, women
account for

0.4%



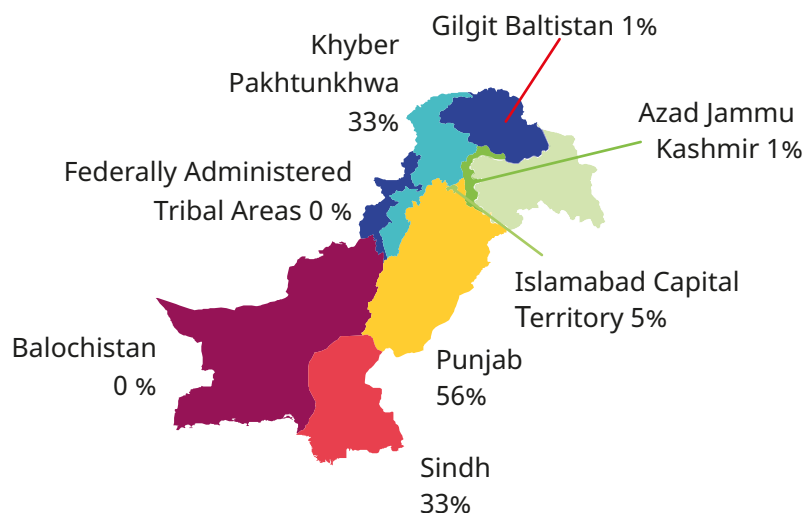
Source: Bureau of Emigration and
Overseas Employment (BE&OE) 2019

Distribution of female migrant workers by skill levels



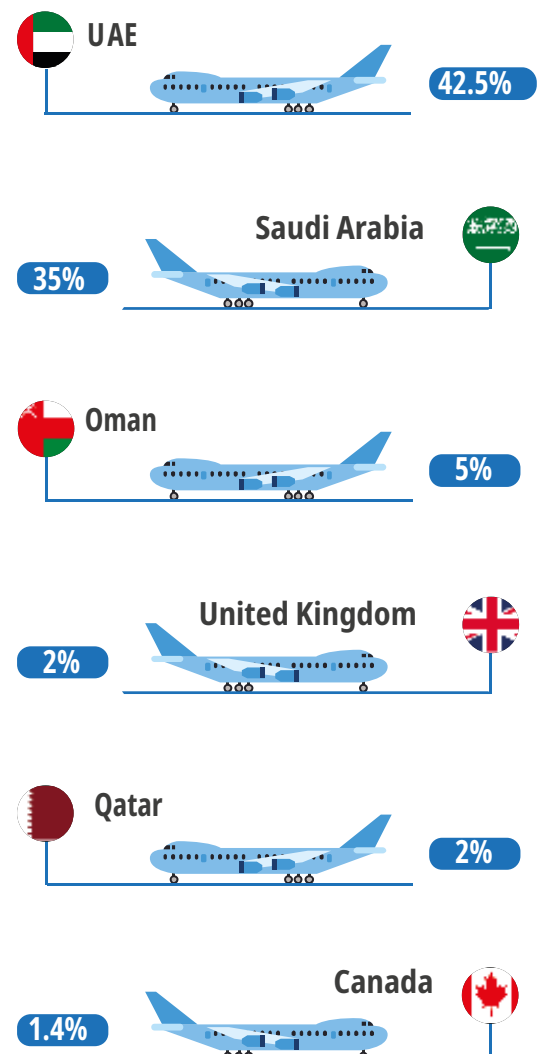
Source: BE&OE 2019

Provincial/regional patterns of female labour migration



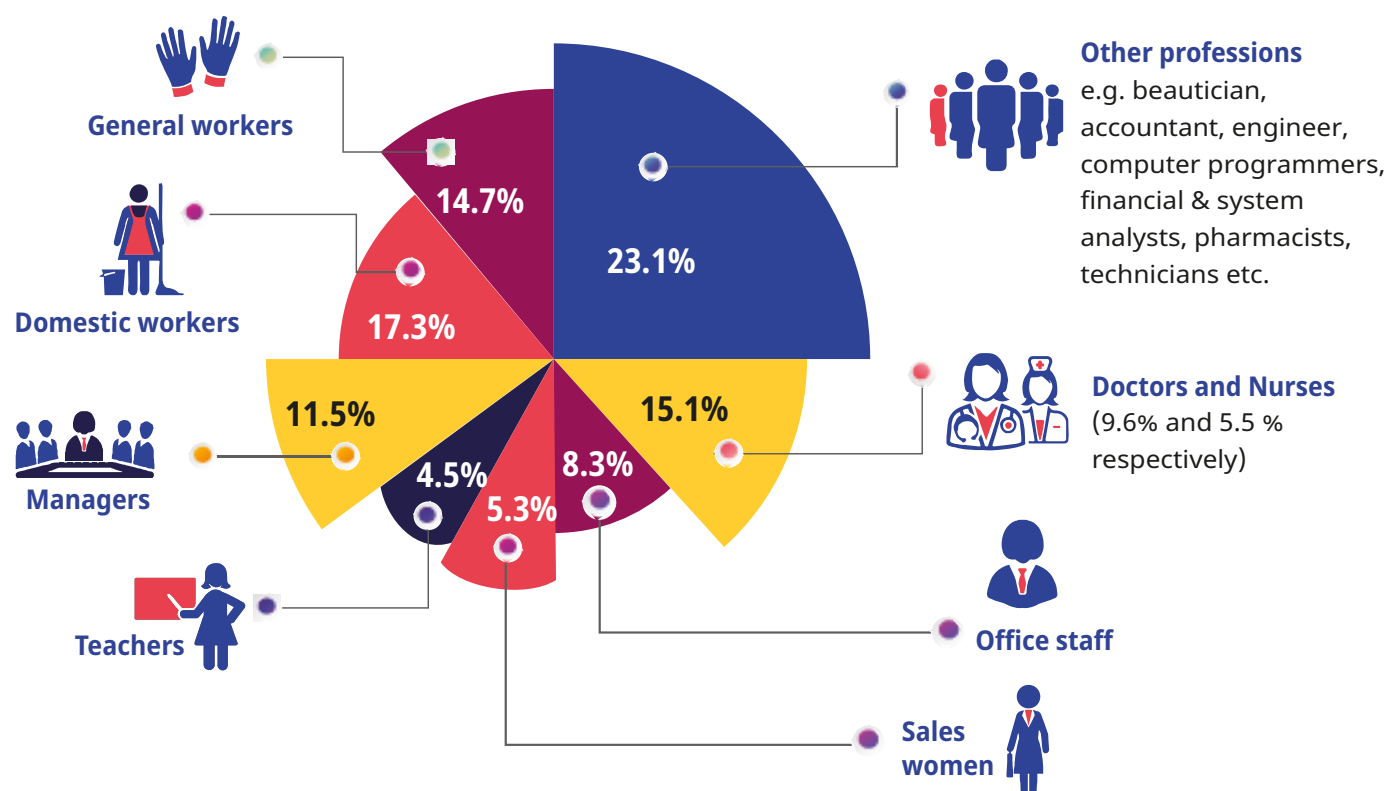
Source: BE&OE, 2019

Top five destination countries of female migrant workers



Source: BE&OE, 2019

Distribution of female migrant workers by occupation



Source: BE&OE 2019

Factors limiting women to opt for overseas employment

	Lack of access to legal protection and justice
	Socio cultural/family constraints impeding women to move for overseas employment
	The number of female Overseas Employment Promoters is very small. Intended female migrant workers do not seek OEPs for support. Majority of OEPs don't encourage women to seek work overseas
	Limited choice of jobs for women in the overseas labour market
	Limited incentives for highly skilled women to migrate overseas due to more benefits and social support in Pakistan
	Common stories about the risks and negative experiences of female migrant workers discourage many women and families opt for overseas work

Recommendations to facilitate safe, orderly and regular labour migration for women



Government:



- » The government must ensure women's access to information on fair recruitment process including verified foreign jobs; channels and procedures for safe and regular migration.
- » Disseminate reliable information through a mix of online resources and traditional methods.



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- » Determine the labour demands in the destination countries on a 10-20 year plan to strategically develop required skilled human resource aligned with required demands.
- » Explore emerging sectors; work opportunities and required skill.



- » Hold regular job fairs at women's colleges and universities across Pakistan.



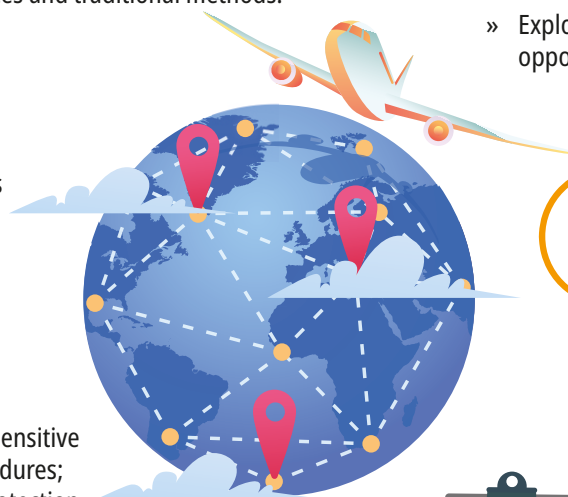
- » National and provincial training institutions should focus on "skilling women", enabling them to compete in the global market and secure foreign jobs.



- » Promote gender-sensitive recruitment procedures; placement and protection of rights in overseas employment.



- » Strengthen bilateral agreements with destination countries for protecting migrant workers' rights especially female migrant workers in the domestic work sector.
- » Make gender disaggregated data on labour migration (including returns) policy available.



Overseas employment promoters:



- » Widen scope to include and encourage more female clients.
- » Increase efforts to obtain job opportunities/demands for women workers. Explore job opportunities for women in a variety of sectors/skill levels.

Workers' organizations/ trade unions:



Workers Association

- » Disseminate information on safe and regular labour migration at the grassroots level to enhance access of intended women migrant workers to accurate information.

This infographic was produced by the Global Action to Improve the Recruitment Framework of Labour Migration project (REFRAME), supported by the European Union. The REFRAME project aims at preventing and reducing abusive and fraudulent recruitment practices, and maximizing the protection of migrant workers in the recruitment process and their contribution to development.

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