



YEAR BOOK

2024-25



**GOVERNMENT OF PAKISTAN
MINISTRY OF OVERSEAS PAKISTANIS &
HUMAN RESOURCE DEVELOPMENT
ISLAMABAD
www.ophrd.gov.pk**

Contents

Message	vi
Foreword.....	vii
List of Acronyms / Abbreviations	viii
BRIEF PROFILE OF THE MINISTRY	2
1. INTRODUCTION	2
1.1 VISION	2
1.2 MISSION	2
1.3 FUNCTIONS OF THE MINISTRY OF OVERSEAS PAKISTANIS & HUMAN RESOURCE DEVELOPMENT	2
1.4 ORGANIZATIONAL CHART OF THE MINISTRY	5
1.5 ORGANIZATIONAL SET-UP OF THE MINISTRY	6
2. ADMINISTRATION / OVERSEAS PAKISTANIS (OP) WING.....	8
2.1 OVERSEAS PAKISTANIS FOUNDATION (OPF).....	9
3. WORKERS WELFARE (WW) WING	26
3.1 International Cooperation Section	26
3.2 ILO Section.....	29
3.3 COMPLAINT CELL OF THE MINISTRY	32
3.4 WORKERS WELFARE FUND (WWF)	34
3.5 NATIONAL INDUSTRIAL RELATIONS COMMISSION (NIRC).....	37
3.6 EMPLOYEES' OLD-AGE BENEFITS INSTITUTION (EOBI)	39
4. EMIGRATION WING	45
4.1 COMMUNITY WELFARE ATTACHÉ (CWA) SECTIONS	45
4.2 BUREAU OF EMIGRATION & OVERSEAS EMPLOYMENT (BE&OE).....	46
4.3 OVERSEAS EMPLOYMENT CORPORATION (OEC).....	49
4.4 DIRECTORATE OF WORKERS EDUCATION (DWE)	55
5. POLICY PLANNING UNIT (PPU).....	60

Annexures

Annex 1: List of Community Welfare Attaches (CWAs) posted in Pakistan Missions abroad.....	63
Annex 2: Job Description of Community Welfare Attaches.....	65

Tables

Table 1: Country-Wise Data of Overseas Pakistanis	66
Table 2: The Year-Wise remittances sent by the workers during the Last Five Years. (2020-21 to 2024-25).....	68
Table 3: List of CWAs along with stations.....	69

Table 4: Statement showing the number of workers proceeded abroad for employment registered by BE&OE during the Financial Year 2024-25 (Country-Wise)..	70
Table 5: Statement showing the number of workers proceeded abroad for employment registered by BE&OE during the Financial Year 2024-25 (Category-Wise)	72
Table 6: Statement showing the number of workers proceeded abroad for employment registered by Bureau of Emigration and Overseas Employment during the Financial Year 2024-25 (Province-Wise).....	74
Table 7: Statement showing the number of workers proceeded abroad for employment registered by Bureau of Emigration & Overseas Employment during the Financial Year 2024-25 (protectorate -wise).....	75
Table 8: Statement showing the number of workers proceeded abroad for employment registered by BE&OE during the Financial Year 2024-25 (District-Wise)...	76
Table 9: Statement showing number of Pakistani workers registered for Overseas Employment through BE&OE for the Financial Year 2024-25.....	81
Table 10: Month-wise comparative statement of the Pakistanis proceeded abroad for employment registered by Bureau of Emigration and Overseas Employment during the Financial Year 2023-24 & 2024-25.....	81
Table 11: Comparative statement showing the number of workers proceeded abroad for employment registered by BE&OE during the Financial Year 2023-24 & 2024-25 (Country-Wise) through OEP + Direct	82
Table 12: Comparative statement of the Pakistanis proceeded abroad for employment registered by BE & OE during the Financial Year 2023-24 & 2024-25 (Category-Wise).....	83
Table 13: Comparative statement of the Pakistanis proceeded abroad for employment registered by BE&OE during the Financial Year 2023-24 and 2024-25 (Occupation-Wise)	84
Table 14: Comparative statement of the Pakistanis proceeded abroad for employment registered by BE&OE during the financial year 2023-24 & 2024-25 (Province wise)	84
Table 15: Number of Persons Proceeded by OEC	85

Graphs

Graph 1: Number of workers proceeded to the major countries for employment
regeistered by BE&OE (F.Y. 2024-25).....71

Graph 2 Number of Workers Registered for Overseas Employment By BE&OE during
the F.Y. 2024-25 (Province Wise).....74

Graph 3: Workers Registered for Overseas Employment by BE&OE (Financial Year
2024-25)75

Message

More than 11.0 million Overseas Pakistanis are living and working across the globe, with major concentrations in the Middle East, Europe, and North America. Their contribution to Pakistan's economy is significant, particularly through remittances, which remain the largest source of foreign exchange. Remittances increased from US\$30.30 billion in FY. 2023-24 to US\$38.3 billion in FY. 2024-25, reflecting their vital contribution to the national economy.



2. Overseas Pakistanis are a source of pride for the nation and, through their hard work, dedication, and commitment, make a significant contribution to Pakistan's economic development. The Ministry remains committed to their welfare, protection, and empowerment, while pursuing greater access to traditional and emerging international labour markets for Pakistani workers. In this regard, efforts are being made to align skills development with international market requirements through coordination with relevant institutions and to strengthen collaboration with the International Labour Organization (ILO) for the promotion of decent working conditions.

3. The Year Book 2024-25 presents an overview of the functions, activities, and achievements of the Ministry and its allied entities during the year. It records the major policy initiatives, programmes, institutional measures, and service-delivery reforms undertaken in pursuance of the Ministry's mandate. The publication also provides an account of progress in streamlining emigration processes, strengthening institutional coordination, and facilitating Overseas Pakistanis and Pakistani workers abroad.

4. I hope this Year Book will serve as a useful reference for policymakers, government institutions, development partners, researchers, and the general public, while reflecting the Ministry's continued commitment to the welfare of Overseas Pakistanis, promotion of Pakistani manpower abroad, and socio-economic development of Pakistan.

Chaudhry Salik Hussain

Federal Minister for Overseas Pakistanis &
Human Resource Development

Foreword

The Ministry of Overseas Pakistanis & Human Resource Development (OP&HRD) has prepared Year Book 2024-25, in pursuance of Rules 25 (2) of the Rule of Business 1973, for information of the Cabinet and general public. This book contains information regarding objectives, functions, activities and achievements of the Ministry and its attached Departments/ Autonomous Bodies etc.



2. The Year Book presents an overview and organizational structure and functions of the Ministry and also information on overall performance in the matters relating to welfare of Overseas Pakistanis and provision of the quality human resource to international labour markets. It highlights key initiatives undertaken during the year which i.e. efforts aimed at promoting the welfare and protection of Overseas Pakistanis; entering into Memoranda of Understanding (MoUs) with foreign countries and developing partnerships with relevant international stakeholders to facilitate employment opportunities for Pakistani workers, strengthening collaboration with ILO in promoting decent working conditions, introducing various welfare schemes and initiatives for Overseas Pakistanis in Pakistan, and strengthening mechanisms for the expeditious redressal of their grievances.

3. It is expected that this publication will serve as a useful reference book for public, scholars, researchers etc. Suggestions/ comments (if any) will be appreciated, as it will be helpful to the Ministry in formulating future policies.

Nadeem Aslam Chaudhary
Federal Secretary
Ministry of Overseas Pakistanis &
Human Resource Development

List of Acronyms / Abbreviations

Acronym / Abbreviation	Full Form
ACE	Anti-Corruption Establishment
ADC	Alternative Delivery Channels
AICS	Italian Agency for Development Cooperation
AJ&K	Azad Jammu & Kashmir
BAFL	Bank Alfalah Limited
BBF	Bricks for a Better Future
BE&OE	Bureau of Emigration & Overseas Employment
BOG	Board of Governors
CA&DD	Capital Administration & Development Division
CBA	Collective Bargaining Agent
CBT	Computer-Based Test
CCD	Crime Control Department
CCI	Council of Common Interests
CSR	Corporate Social Responsibility
CWA	Community Welfare Attaché
DGI&P	Directorate General of Immigration & Passports
DWE	Directorate of Workers Education
ECS	Effective Communication Skills
EOBI	Employees' Old-Age Benefits Institution
ESCM	Environmental Sustainability through Chemical Management
FS	Facilitation System
FTCC	Federal Tripartite Consultation Committee
GEF	Global Environment Facility
ICT	Islamabad Capital Territory
IDC	Islamabad Diagnostic Centre
ILES	International Labour and Environmental Standards
ILO	International Labour Organization
ILS	International Labour Standards
LMPN	Labour Mobility Practitioners' Network
LTC	Long-Term Care
MOFA	Ministry of Foreign Affairs
MOPHRD	Ministry of Overseas Pakistanis and Human Resource Development
MRP	Machine Readable Passport
NAB	National Accountability Bureau
NIP	National Internship Program
NIRC	National Industrial Relations Commission
NSC	National Steering Committee
OEC	Overseas Employment Corporation
OECD	Organization for Economic Cooperation and Development
OEP	Overseas Employment Promoters
OP	Overseas Pakistanis
OPF	Overseas Pakistanis Foundation
OSH	Occupational Health and Safety
OWFD	One Window Facilitation Desk
PCP	Pakistan Citizen Portal

PEMF	Pakistan Emigrant Management Framework
PIM	Pakistan Institute of Management
PPRA	Public Procurement Regulatory Authority
PPU	Policy Planning Unit
PSC	Project Steering Committee
PVTC	Punjab Vocational Training Council
RAC	Refrigeration & Air Conditioning
SBP	State Bank of Pakistan
SSI	Social Security Institutions
SSW	Specified Skilled Worker
STI	Secretariat Training Institute
TITP	Technical Intern Training Programme
UN	United Nations
UNDP	United Nations Development Programme
VTC	Vocational Training Centre
WHO	World Health Organization
WW	Workers Welfare
WWF	Workers Welfare Fund

Brief of the Ministry

*INTRODUCTION, VISION, MISSION,
FUNCTIONS, AND ORGANISATIONAL SETUP*

BRIEF PROFILE OF THE MINISTRY

1. INTRODUCTION

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

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

1.1 VISION

To be a country of choice for sourcing quality human resource

1.2 MISSION

Align Human Resource Development & Emigration with International Standards and Ensure Welfare of Overseas Pakistanis

1.3 FUNCTIONS OF THE MINISTRY OF OVERSEAS PAKISTANIS & HUMAN RESOURCE DEVELOPMENT

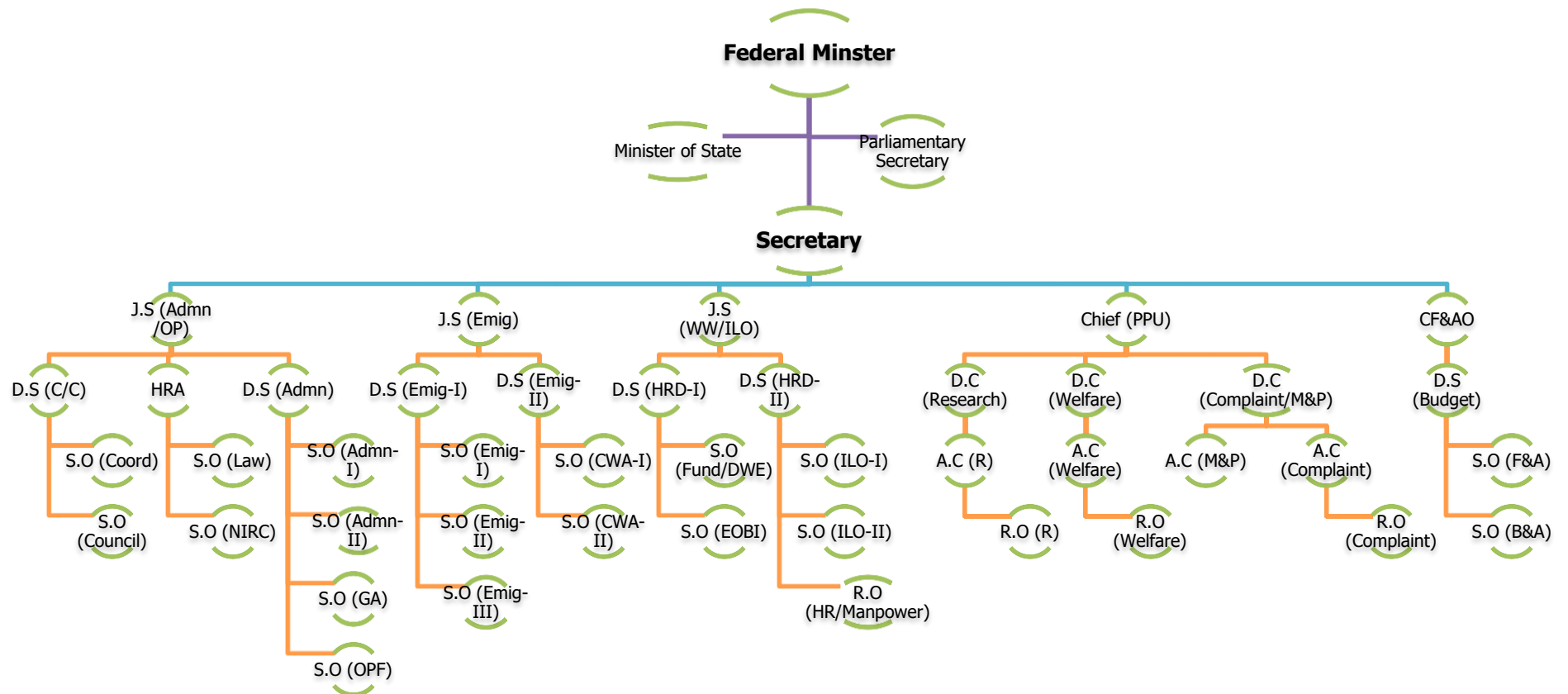
The assigned functions of the Ministry of Overseas Pakistanis & HRD as given at scheduled-ii, Rules 3 (3) of Rules of Business-1973 are as under:

- i. National policy, planning and coordination regarding manpower development and employment promotion for intending overseas workers.

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

- xi. Administrative control of: -
 - a) Overseas Employment Corporation; and
 - b) Bureau of Emigration and Overseas Employment.
- xii. Foreign Employment and Emigration.
- xiii. Administration of the Industrial Relations Act, 2012 (X of 2012), keeping a watch on labor legislation from international perspective, coordination of labour legislation in Pakistan and the Industrial Relations Commission.

1.4 ORGANIZATIONAL CHART OF THE MINISTRY



1.5 ORGANIZATIONAL SET-UP OF THE MINISTRY

Ministry comprises following wings:

ADMINISTRATION/ OVERSEAS PAKISTANIS (OP) WING

The Administration / OP Wing is headed by the Joint Secretary. The following departments are being dealt with by the Admn Wing:

- i. Overseas Pakistanis Foundation (OPF)

WORKERS WELFARE (WW) WING

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

- i. Workers Welfare Fund (WWF)
- ii. Employees' Old Age Benefits Institution (EOBI)
- iii. National Industrial Relations Commission (NIRC)
- iv. Coordination with ILO

EMIGRATION WING

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

- i. Bureau of Emigration & Overseas Employment (BE&OE)
- ii. Overseas Employment Corporation (OEC)
- iii. Directorate of Workers' Education (DWE)

POLICY PLANNING UNIT (PPU)

The Policy Planning Unit is headed by the Chief

ADMINISTRATION / OVERSEAS PAKISTANIS WING

Overseas Pakistanis Foundation (OPF)

2. ADMINISTRATION / OVERSEAS PAKISTANIS (OP) WING

Functions

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

Sanction Strength & Budget Estimates (Main Ministry)

Officers (BS 17-22)	Officials (BS 16 & below)	Total Strength
51	264	315
Budget Estimates 2024-25 (In Rs.)		
Rs. 3,736.82 million		

2.1 OVERSEAS PAKISTANIS FOUNDATION (OPF)

INTRODUCTION

- OPF was established under the Emigration Ordinance, 1979.
- It is a public sector company, registered under Section 42 of the Companies Act, 2017.
- The Board of Governors (BOG) of OPF is the governing body and all operations of OPF are managed under overall control of the Board.
- The present BOG was reconstituted on 26th July, 2024 by the Government of Pakistan.

CORE OBJECTIVES

- Social welfare of the emigrants and their families in Pakistan and abroad.
- Establishing housing societies for the emigrants.
- Scholarships to the children of overseas Pakistanis for studies in the discipline of science, technology, art, management etc. in Pakistan and abroad.
- Establishing Educational Institutions where emigrants' children can study.
- Welfare activities for overseas Pakistanis as decided by the OPF Board of Governors / Government of Pakistan.

VISION

- To ensure the welfare of overseas Pakistanis and their families.

MISSION

- To ensure welfare of overseas Pakistanis and their families and contribute towards their systematic rehabilitation on return, by generating sufficient resources and coordination with the stakeholders.

THE ACTIVITIES UNDERTAKEN DURING THE FINANCIAL YEAR 2024-25

HUMAN RESOURCE

INTERNSHIP PROGRAM

- OPF introduced Internship Program on the pattern of National Internship Program (NIP) which was designed and initiated by Government of Pakistan. This program

by OPF is the realization of its Corporate Social Responsibility (CSR) and is contributing for Social and economic development of the society.

- The aim of this internship program is to provide training and productive skills to the educated youth by giving them exposure to professional working environment to enhance their capability and employability.
- Since inception of internship program for children of overseas Pakistanis, six (06) batches have successfully completed internship in different Divisions/Offices of OPF.
- 08 interns were hired for internship during F.Y. 2024-25. Internship period of 36 interns was extended in F.Y.2024-25.

CAPACITY BUILDING TRAINING PROGRAMS

The newly recruited and existing employees have been provided different capacity building trainings inside and outside OPF so as to make them efficient and productive employees of the organization. The trainings from various institutes are arranged by HR Wing for the employees of OPF to enhance their skills and capabilities in various disciplines such as Rescue and First Aid at workplace, Change Management, Course on Duties and Responsibilities, Leading by Team Building, Microsoft Office, Public Sector Management, Ethics, Manners and Hospitality, Fire Fighting Techniques and Fire prevention Management, The Hazards / Risk Management and its Control / Measures at Workplace, MS Power Point, Application of Project Management in MS Project, Service Rules and Regulations, Daftari Urdu Course, PPRA Rules and Procedures, Office Procedure and Practices, Effective Communication Skills (ECS), Promotion Policy/ Rules, Budget Preparation and Implementation in Public Sector, Human Resource Development, Time Management, Orientation in Office Procedure, Good Governance in Public Sector, etc. in year 2024-25. Institute wise summary of trainings programs conducted through various institutes along with number of employees who attended the trainings is appended below:-

TRAININGS (2024-25)

Organization / Institute	No. of Trainings	No. of Employees who attended trainings
Secretariat Training Institute (STI)	09	17
Public Procurement Regulatory Authority (PPRA)	02	06
Pakistan Institute of Management (PIM)	01	01
Total	12	24

WELFARE SCHEMES FOR OVERSEAS PAKISTANIS**OVERSEAS PAKISTANIS CONVENTION 2025**

Successful convening of Overseas Pakistanis Convention 2025, themed “Proud Pakistanis, Stronger Together,” held from 13th to 15th April, 2025 at Jinnah Convention Centre, Islamabad. During convention, the honorable Prime Minister of Pakistan announced a series of incentives and policy reforms aimed at facilitating diaspora investment, easing bureaucratic processes and recognizing the vital role of overseas Pakistanis in national development, which are as under:

- 1) Government of Sindh, Khyber Pakhtunkhwa and Balochistan to consider establishing Special Courts for overseas Pakistanis, following the model adopted by the Federal and Punjab Governments.
- 2) Pakistan Missions abroad to introduce facility of e-recording of evidence via video link. An online system for court case registration by overseas Pakistanis to be launched within sixty (60) days.
- 3) Relevant civil procedure laws to be amended to prevent frivolous and malicious litigation against overseas Pakistanis.
- 4) A 5% quota to be reserved for children of overseas Pakistanis in all federally chartered universities, including both general and professional disciplines.
- 5) A separate 5% quota to be allocated for overseas Pakistanis in federally administered degree-awarding institutions.
- 6) A 15% quota to be reserved in medical colleges across Pakistan for children of overseas Pakistanis.

- 7) Federal Board of Revenue to treat overseas Pakistanis as active filers for the purposes of business operations and banking.
- 8) NAVTTC to award 5,000 skill-based training scholarships to children of overseas Pakistanis in high-demand professional trades.
- 9) Age relaxation for female overseas Pakistanis applying to government jobs to be increased from 5 to 7 years.
- 10) Special facilitation cells for overseas Pakistanis to be established in the Boards of Revenue of the Federal Government, KPK, Sindh, AJK, and GB, following the Punjab and Baluchistan model.
- 11) The online sale deed project piloted by the Punjab Government and Pakistan High Commission in London to be scaled to other provinces and embassies based on results of the pilot project.
- 12) A detailed feasibility study to be conducted for the establishment of an international airport in Mirpur, AJK.
- 13) Ministry of Overseas Pakistanis & HRD in consultation with OPF and Pakistan Missions Abroad to annually nominate eminent overseas Pakistanis for civil awards.
- 14) Top 15 highest remitters of foreign exchange through the State Bank of Pakistan to be conferred civil awards each year on August 14.
- 15) The Green Channel facility at all major airports to be reinstated for the exclusive facilitation of overseas Pakistanis.
- 16) Dedicated ombudsperson office with Email/WhatsApp access has been established for overseas Pakistanis; provincial ombudspersons and tax ombudsman offices to provide similar services.
- 17) All Pakistani Ambassadors to extend maximum facilitation and support to overseas Pakistanis in their respective jurisdictions.
- 18) Ministry of Foreign Affairs to ensure full-scale implementation of Apostille services for attestation of documents in line with international best practices.

ESTABLISHMENT OF SPECIAL COURT (OVERSEAS PAKISTANIS PROPERTY) ACT, 2024

Special Court for overseas Pakistanis property disputes has been formally established in Islamabad under the Overseas Property Act, 2024. The cases pertaining to property disputes of overseas Pakistanis are being heard/adjudicated by the special designated bench/judges in the Honourable Islamabad High Court and District Court Islamabad. Under the new law, special courts are being set up to address property disputes for overseas Pakistanis, ensuring their cases are resolved within 90 days. In addition, Punjab Government has also passed 'The Punjab Establishment of Special Courts (Overseas Pakistanis Property) Act 2025. Other provinces Sindh, Khyber Pakhtunkhwa and Balochistan along with Azad Jammu & Kashmir and Gilgit-Baltistan are also being urged to establish similar courts to facilitate overseas Pakistanis.

The detail of the cases of overseas Pakistanis currently under consideration in the Islamabad High Court and District Session Judge (East) Islamabad is as under:

Province/ Region	Name of Court/Judge	Pending Cases	Decided cases	Other status	Total Cases
Islamabad	Mr. Justice Khadim Hussain Soomro, Hon'ble Islamabad High Court, Islamabad	10	NIL	-	10
	Mr. Muhamamd Yar Gondal, District & Session Judge (East), Islamabad	101	12	13 – Cases Transferred to another courts.	126

MACHINE READABLE PASSPORT (MRP)

Machine Readable Passport (MRP) facility has been established at the OPF Head Office, Islamabad, with the collaboration of the Directorate General of Immigration and Passports (DGI&P) for issuance/renewal of machine readable passports of overseas Pakistanis and their families at OPF, Head Office, Islamabad. **561** machine readable passports have been issued during the Financial Year 2024-25.

NADRA SWIFT CENTRE

NADRA facility has been established at the OPF Head Office, Islamabad, with the collaboration of NADRA for issuance/renewal of NADRA cards of overseas Pakistanis and their families at OPF, Head Office, **2,765** NADRA cards have been issued during the Financial Year 2024-25.

FUNERAL GRANT FOR FAMILIES OF DECEASED OVERSEAS PAKISTANIS

Funeral grant of Rs.25,000/- has been approved for the needy and destitute families of deceased overseas Pakistanis (who die abroad) to bury their loved ones with dignity. In this regard, **Rs.1.4 million** has been distributed in **56** cases.

24/7 COMPLAINT MONITORING CELL

- 24/7 Complaint Monitoring Cell has been established in OPF for providing assistance to overseas Pakistanis and their families in answering their queries/telephonic calls and rendering maximum possible assistance to them regarding OPF services (i.e. OPF membership, property/family disputes, dead bodies/ambulance, educational institutes admissions, housing projects etc.). The officers/officials are performing their duties round the clock. The contact numbers of the complaint monitoring cell are as under:-
WhatsApp Numbers : +923019872195 & +923060329901
UAN Number : 051-111-040-040
- During the period, **5,379** Telephone Calls/WhatsApp Calls and Messages received in Complaint Monitoring Cell.

FINANCIAL AID SCHEME

- Financial Aid Scheme was introduced in 1980-81 to provide financial help to the destitute families of overseas Pakistanis to overcome their sudden financial hardships in result of the demise or disability of their earning members.
- OPF grants Rs.400,000/- and Rs.300,000/- to the families of deceased and disabled overseas Pakistanis, respectively. It is one time grant which is paid to OPF members only.

- OPF has granted an amount of **Rs.910.5 million** to **2,279** destitute families/disabled overseas Pakistanis during the financial year 2024-25.

SETTLEMENTS OF DUES

- OPF deals with dues / death compensation cases of overseas Pakistanis with the collective efforts of Pak Missions abroad. Large number of cases of blood money, death compensation, disability/ salary, family pension, insurance claims and all types of dues of overseas Pakistanis are successfully processed every year.
- OPF has resolved **262** cases and an amount of **Rs.583.51 million** of dues and compensation was disbursed amongst the legal heirs during the period.

EVACUATION / REPATRIATION

- Facilitation to overseas Pakistanis repatriated from Syria: Received 318 repatriated Pakistanis from Syria at Islamabad International Airport, Islamabad in 13th December, 2024. Meals and inland transportation facility provided to reach their destinations in Pakistan.
- Facilitation to Pakistani Students Evacuated from Iran 2025: Pakistani students evacuated from Iran due to war were facilitated by OPF Regional Office, Quetta in coordination with Baluchistan government. A total of 714 students were facilitated and provided meals on reaching Quetta from Taftan Border on 16th June, 2025.

COMPLAINT CELL

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

Total complaints received during year 2024-25				
Complaint Portal	Complaints Received	Complaints Settled	Complaints Under Process	Resolved Percentage
OCMS	113	30	83	27%
PMDU	4650	4056	594	87%
TOTAL	4763	4086	677	86%

OPF MEMBERSHIP CARDS

Overseas Pakistanis who have proceeded abroad after 23rd March, 1979 on valid protected work visa by the Protectorate of Emigrants, Bureau of Emigrations and Overseas Employment (BE&OE) and Overseas Employment Corporation (OEC) are automatically registered with OPF and can avail the services of OPF. During the period 2024-25, OPF has issued **2,916** membership cards.

HEALTH FACILITIES

In order to provide medical facilities in the areas where there is concentration of families of overseas Pakistani workers, OPF had established Eye Hospital at Yaro Khoso, D.G. Khan, where overseas Pakistanis and their dependents are treated and operated upon on subsidized rates. During the year 2024-25, total **3,550** patients were provided eye treatment and **78** were operated successfully.

TRANSPORTATION OF DECEASED OVERSEAS PAKISTANIS

- OPF provides free Ambulance service for transportation of human remains of overseas Pakistanis from airport to deceased's native town / village.
- During 2024-25, this service was provided to transport **597** human remains of overseas Pakistanis.

PUBLIC FACILITATION CENTER F-6, ISLAMABAD

Public Facilitation Center at Police Station F-6/1, Islamabad aims to provide linkage with the Police authorities for resolution of complaints of overseas Pakistanis on fast-track basis. In this regard, **320** cases have been attended at Overseas Pakistanis Public

Facilitation Centre F-6/1, Islamabad during the period.

ONE WINDOW FACILITATION DESK (OWFD)

One Window Facilitation Desks (OWFD) have been established at all major international airports in Pakistan in order to facilitate overseas Pakistanis to address the individual and systemic issues of the overseas Pakistanis related to the Government Ministries, Departments, Organization and Agencies. OPF Officers/officials deputed at international airports received **6,404** complaints from overseas Pakistanis which were resolved on the spot with the help of respective department/agencies and referred them to respective agencies as per rules/policy/procedure.

OVERSEAS SUPPORT DESKS IN CDA & ICT OFFICES

Establishment of “Overseas Support Desks” in CDA & ICT offices as per directives of the Prime Minister. Overseas Pakistanis can now access all manner of CDA services including plot transfers, building plan approvals, completion certificates & annual property tax payments. Similarly, all manner of ICT services including issuance of international driving permits, arms licenses & domicile certificates will be handled by ICT “Overseas Support Desk”.

COORDINATION COMMITTEE AT THE LEVEL OF PUNJAB GOVERNMENT

Constitution of Coordination Committee on the Direction of Chief Minister Punjab to address Complaints of overseas Pakistanis & issues / problems of OPF in Punjab. Grievances related to revenue matters, including those involving the Land Revenue Department will be addressed under the supervision of Secretary (I&C). Complaints pertaining to policing and law-enforcement will be overseen by AIG Operations Punjab. Special Secretary to the Chief Minister (Law and Order) will coordinate the broader oversight and resolution of complaints across all relevant provincial departments.

DISTRIBUTION OF SEWING MACHINES

In collaboration with Pakistan Bait ul Mal, distributed eighteen (18) sewing machines amongst widows of deceased overseas Pakistanis on 06th March, 2025.

MOU WITH NATIONAL ACCOUNTABILITY BUREAU (NAB)

Memorandum of Understanding (MoU) has been signed on 30th January, 2025 between National Accountability Bureau (NAB) and OPF to establish a collaborative framework aimed at addressing the issues and complaints of overseas Pakistanis related to property disputes, financial fraud, misuse of authority, and other matter which may require NAB's intervention.

MOU WITH ISLAMABAD DIAGNOSTIC CENTRE (IDC), ISLAMABAD

MoU has been signed on 08th May, 2025 between the OPF and Islamabad Diagnostic Centre (IDC) to facilitate the overseas Pakistanis and their families for provision of discounted healthcare services at all IDC facilities throughout Pakistan.

MOU WITH CRIME CONTROL DEPARTMENT (CCD) AND ANTI-CORRUPTION ESTABLISHMENT (ACE), PUNJAB

MoUs with Crime Control Department (CCD) and Anti-Corruption Establishment (ACE), Punjab has been signed to establish a framework for addressing grievances of overseas Pakistanis, including property disputes, financial fraud and misuse of authority and sets forth a collaborative framework to tackle issues such as land grabbing, fraudulent practices in revenue records, and mismanagement in government departments affecting overseas Pakistanis.

EDUCATIONAL FACILITIES

OPF has established 27 Educational Institutions throughout the country, including Azad Jammu and Kashmir. These institutions are providing quality education from Pre-Nursery to Intermediate, O & A level to the children of overseas Pakistanis and general public.

Province-wise location of OPF Educational Institutions are given as under:

▪ **ISLAMABAD (4 Colleges) upto Intermediate**

OPF Girls College, F-8/2, Islamabad with Hostel Facility, OPF College (Cambridge Section) F-11/2, Islamabad, OPF Boys College, H-8/4, Islamabad and OPF Primary / Cambridge Section H-8/4, Islamabad.

▪ **PUNJAB (9 Schools)**

One (1) Higher Secondary School at Rawalpindi. Eight (8) OPF Public Secondary Schools at Kallar Syedan, Sialkot, Multan, Bhalwal, Depalpur, Gujrat, Sheikhupura and Pakpattan.

▪ **SINDH (5 Schools)**

One (1) Higher Secondary School at Sanghar. Four (4) OPF Public Secondary Schools at Badin, Dadu, Larkana and Karachi.

▪ **KHYBER PAKHTUNKHWA (4 Schools)**

One (1) OPF Higher Secondary School at Hangu and three (03) OPF Public Secondary Schools at Mansehra, Peshawar and D.I. Khan.

▪ **BALUCHISTAN (2 Schools)**

One (1) OPF Higher Secondary School at Quetta and one (1) OPF Public School at Turbat.

▪ **AJ & K (3 Schools)**

Three (3) OPF Public Secondary Schools at Muzaffarabad, Mirpur and Kotli.

Presently **20,465** students are enrolled in these 27 educational institutions, out of which **5274** are children of overseas Pakistanis. Children of overseas Pakistanis are given admission throughout the academic year. They are also granted 50% discount in tuition fee upto four (4) children.

Activities / Achievements of OPF Education Division during the financial year 2024-25 are as under: -

- Establishment of Math Lab (On Turn Key Basis) In OPF Girls College, F-8/2, Islamabad.

- Development of Education Portal integrated with separate websites of OPF Educational Institutions
- Upgradation of OPF Public School, Peshawar to Secondary School level.
- To make OPF educational institutions financially sustainable, fee structure has been revised keeping in view the administrative expenses of each institution, instead of adhering to the rates fixed by the respective regulatory authorities.
- Launch of VSS program for regular employees of OPF educational institutions. During FY 2024-25, total 36 employees availed the VSS.
- Signed MoU with Pakistan Bait ul Mall (Sweet Homes), subsequently 175 orphan children are enrolled in OPF Educational Institutions in Turbat & Quetta.
- Extension of E-learning program to OPF School Mirpur.
- Two workshops organized by British Council at OPF Girls College, F-8/2, Islamabad for faculty development, subsequently, 50 teachers attended the workshop.

CONCESSION IN MONTHLY TUITION FEE:

- In FY 2024-25, concession in tuition fee amounting to Rs.198 million was granted to the children of overseas Pakistanis studying at OPF educational institutions.
- In addition to the existing 50% concession in tuition fee for children of overseas Pakistanis at OPF Educational Institutions, OPF BOG has resolved to approve 20% Sibling Discount in Transport Fare as an additional direct benefit to the children of overseas Pakistanis availing school/college transport service.

OPF SCHOLARSHIP PROGRAM FOR CHILDREN OF OVERSEAS PAKISTANIS:

- Under OPF's scholarship program for the children / spouse of overseas Pakistanis studying in Intermediate, Graduation and Master level, an amount of Rs.5.43 Million has been awarded among 121 children/spouses of overseas Pakistanis.

E-LEARNING:

- While realizing the significance of e-Learning (online lectures) for improving education systems, OPF Education Division has initiated online lectures for providing quality education to the students studying in OPF Educational Institutions located in

far flung areas of the country. These online lectures are delivered from fully equipped e-Learning Studio Rooms established at OPF's flagship institutions situated at Islamabad and Rawalpindi.

- Currently, students of the following OPF Educational Institutions are benefitting from the online lectures delivered by experienced teachers of OPF Girls College Islamabad, OPF Boys College Islamabad and OPF Girls Higher Secondary School, Rawalpindi:

- | | |
|------------------------------------|--------------------------------------|
| 1. OPF Public School, Hangu | 9. OPF Public School, Bhalwal |
| 2. OPF Public School, Karachi | 10. OPF Public School, Multan |
| 3. OPF Public School, Kotli | 11. OPF Public School, D.I. Khan |
| 4. OPF Public School, Quetta | 12. OPF Public School, Larkana |
| 5. OPF Public School, Sheikhpura | 13. OPF Public School, Kallar Syedan |
| 6. OPF Public School, Sanghar | 14. OPF Public School, Peshawar |
| 7. OPF Public School, Muzaffarabad | 15. OPF Public School, Badin |
| 8. OPF Public School, Dadu | 16. OPF Public School, Gujrat |

- The overseas chapter of OPF's E-learning Program has been launched from Pakistan International School, Riyadh, Saudi Arabia and Shaikh Khalifa Bin Zayad Arab Pakistani School, Abu-Dhabi. Full fledge online lectures have been started.

ACADEMIC ACHIEVEMENTS

Shining Star of OPF Educational Institution:

- Ms. Manahil Fatima Qamar, Student of OPF College, F-11/2, Islamabad got an Outstanding Learner Award Cambridge International Examination at IGCSE O-level exams 2024 on account of her top in the world in the subject of Urdu.

HOUSING SCHEMES

- To cater for the housing needs of overseas Pakistanis and to provide them residential facilities, OPF has planned and established a number of housing schemes in different cities of the country. Thousands of plots in these schemes were allotted to overseas Pakistanis.

- OPF has also been involved in construction of its own Educational Institutions and Regional Office buildings at various major cities of the country.

During the period 2024-25, OPF has taken following initiatives to uplift it's Housing Schemes:

- MoU was signed on 17th May, 2025 between OPF and the Anti-Corruption Establishment (ACE) Punjab to enhance cooperation in addressing complaints and grievances of overseas Pakistanis. This strategic partnership underscores the government's continued efforts to strengthen institutional support for overseas Pakistanis and ensure their concerns are addressed in a timely and effective manner.
- Constitution of Coordination Committee by Chief Minister Punjab Office to Address Complaints of OPF / Overseas Pakistanis in Punjab.
- Construction of 50 built up houses (Country Homes) for overseas Pakistanis at OPF Housing Scheme, Zone-V, Islamabad. Possession of 10 Country Homes has been handed over to the allottees on 12th February, 2025.
- Construction of apartment buildings (120 Apartments) for overseas Pakistanis at OPF Housing Scheme, Zone-V, Islamabad. (Construction works 70% Completed).
- Development of OPF Town Housing Scheme, Raiwind Road, Lahore (80% Completed).
- Establishment of OPF Housing Scheme, Rawat, Rawalpindi on EPC/Turnkey basis (In Progress).
- 33 Kanals of land at OPF Housing Scheme, Budhni Road, Peshawar has been recovered from QABZA mafia (Worth Rs. 600 million).
- 386 Kanals of land at OPF Housing Scheme, Zone-V, Islamabad has been recovered from QABZA mafia (Worth Rs. 2,622 million).
- Recovery of Rs. 579 million Outstanding Receivables from OPF Housing Scheme Allottees.
- 11.34 Kanals of land at OPF Town Raiwind Road, Lahore has been recovered from QABZA mafia (Worth Rs. 170.1 million).

- 3 Kanals & 07 Marlas of land at OPF Housing Scheme Phase-I Raiwind Road, Lahore has been recovered from QABZA mafia) (Worth Rs. 200 Million).
- Implementation of Terms and Conditions of Agreement Between OPF and IBECHS / Gulberg Greens

RESEARCH, TRAINING AND POLICY REFORMS

- OPF is currently running Vocational Training Institution at Peshawar providing professional training in such trades as are in demand overseas. Since its inception, OPF Training Division have trained more than 60,000 professionals in various training centers of OPF as well as through public/private partnership in different trades.
- 43 students/ trainees were enrolled in financial year 2024-25 in Electrician and Refrigeration & Air Conditioning (RAC) trades at Vocational Training Centre (VTC), Peshawar. OPF Vocational Training Center had also applied for affiliation with Board of Technical and Commerce Education, KPK. Besides OPF Vocational Training Center is in a process to establishing model school of Artificial Intelligence in collaboration with KP Information Technology Board.
- Session and trade wise detail of students is as under:-

STATISTIC OF OPF VOCATIONAL TRAINING CENTRE, PESHAWAR			
Sr. #	Duration	Trades	Number of Trainees Enrolled
01.	21-05-2024 to 20-11-2024	Electrician	16
		RAC / Mech	16
02.	27-01-2025 to 26-07-2025	Electrician	11
TOTAL			43

PUBLICITY & MARKETING

Publicity & Marketing Cell (P&MC) is on its job of highlighting the services and contribution, achievements and activities of OPF through Print, Electronic and Social Media forums for the awareness and overall welfare of overseas Pakistanis.

MEDIA:

Website	www.opf.org.pk
	overseaspakistanisfoundationopf
	opf_pk
	opf_pk
	@overseaspakistanisfoundation1

Workers Welfare (WW) Wing

*International Coordination Section, Complaint
Cell, Workers Welfare Fund (WWF), Employees
Old-Age Benefits Institution (EOBI), National
Industrial Relations Commission (NIRC)*

3. WORKERS WELFARE (WW) WING

The Workers' Welfare (WW) Wing is responsible for overseeing matters relating to the Workers' Welfare Fund (WWF), Employees' Old-Age Benefits Institution (EOBI), and Directorate of Workers' Education (DWE).

Following the 18th Constitutional Amendment, 2010, the subject of labour was devolved to the provinces. However, the Federal Government, through this Ministry, remains responsible for coordination on labour legislation and reporting on compliance with international labour standards, in coordination with ILO. The Wing also coordinates and keeps a watch on labour legislation from an international perspective and undertakes analytical work to identify and advocate necessary legal and institutional reforms for ensuring compliance with international labour standards.

The Wing is further responsible for processing and negotiating Memoranda of Understanding (MoUs) and Agreements with labour-importing countries.

3.1 International Cooperation Section

FY 2024–25 was a year in which the Ministry translated Pakistan's labour migration and decent-work agenda into concrete outcomes including new bilateral agreements, deeper multilateral standing, ratified international labour standards, and a record year for the diaspora economy. The Federal Minister and the Federal Secretary anchored this progress at the political and administrative level, while the International Coordination Wing carried out the drafting, coordination and follow-up that turned commitments into signed instruments and completed processes.

New Bilateral Labour Mobility Agreements

The Ministry concluded two significant bilateral instruments during the year. The Pakistan–Iraq Agreement on Manpower Exchange was signed on 14 January 2025, opening a new formal channel for Pakistani workers into the Iraqi labour market. This was followed by the Pakistan–Italy MoU on Migration and Labour Mobility, signed on 07 May 2025, which has since anchored a substantial programme of cooperation —

including the Skill Net vocational training initiative and a Joint Working Group mechanism — and represents one of the Ministry's most consequential agreements with a European partner to date. Together with the MoUs with Iran, Uzbekistan, Azerbaijan on Cooperation concluded in the previous years, these agreements mark a deliberate diversification of Pakistan's labour mobility partnerships beyond its traditional Gulf-centred base.

Multilateral and Regional Standing

Pakistan's multilateral engagement on migration and labour governance advanced on several fronts. The Federal Minister led Pakistan's delegation to the 3rd Almaty Process Ministerial Conference in Baku, Azerbaijan (24–25 April 2025). The Cabinet approved signing of the Statute of the Labour Centre of the OIC in February 2025, formalising Pakistan's standing within this OIC institution. This was signed by the Deputy Prime Minister in Istanbul on June 22, 2025. Pakistan also hosted Thematic Working Group of the Budapest Process on Legal Pathways for Migration in Islamabad, reinforcing its joint chairship of the Working Group alongside Italy. The Ministry also participated in the high level Asia Pacific Global Accelerator Policy Forum 2025 to ascertain its commitment to Decent Work and Just Transitions in Cambodia

Key Achievements at a Glance, FY 2024–25

Date	Achievement	Category	Partner
Nov 2024	First National Tripartite Labour Conference in 15 years; Federal Tripartite Consultation Committee (FTCC) reconstituted	Labour Standards	ILO / Tripartite
14 Jan 2025	Pakistan–Iraq Agreement on Manpower Exchange signed	Bilateral Labour Mobility	Government of Iraq
Feb 2025	Approval for Signing of the Statute of the Labour Centre of the OIC approved by the Cabinet. Signed on 22.06.2025	Multilateral	OIC
24–25 Apr 2025	3rd Almaty Process Ministerial Conference	Multilateral	Almaty Process
07 May 2025	Pakistan–Italy MoU on Migration & Labour Mobility signed	Bilateral Labour Mobility	Government of Italy
08 May 2025	08 May 2025 Advisory Board Meeting of the Return & Reintegration Project	Advocacy Projects with	ICMPD/EU

		EU	
2025	Ratification of three ILO instruments: Protocol of 2014 to the Forced Labour Convention (P029), the Maritime Labour Convention, 2006, and Convention No. 160 on Labour Statistics	Labour Standards	ILO
June 2025	Budapest Process Thematic Working Group on Legal Pathways hosted in Islamabad	Multilateral	ICMPD / Italy
FY 2024–25	Labour Force Survey 2024–25 conducted, generating internationally comparable employment, wage and unemployment data	Data & Policy	PBS / Ministry
FY 2024–25	Record remittances of USD 38.3 billion received, up 26.6% year-on-year — surpassing export earnings for the first time.	Diaspora & Remittances	SBP

International Cooperation–II (IC-II) held and facilitated the following important meetings during 2024–25:

- Third Roundtable of the Pakistan–European Union Talent Partnership, held on 29 October 2025 at Jamshed Marker Hall.
- Inaugural Project Steering Committee (PSC) meeting on the Talent Partnership.
- Project Steering Committee meeting on Sustainable Return and Reintegration.
- National Steering Committee (NSC) meeting on Global Acceleration on Jobs and Just Transition.

Workshops:

- GIZ Dissemination Workshop on Mapping of the Pakistani Diaspora in selected EU Member States.
- EU–Pakistan Technical Workshop on Labour Migration in the Long-Term Care (LTC) Sector, held on 28 October 2025 under the EU–Pakistan Talent Partnership Programme.

Study Visits and International Engagements:

- Study visits to Belgium and participation in the Labour Mobility Practitioners’ Network (LMPN) Conference.
- Participation in the joint meeting of the Thematic Area Working Groups (TAWGs) of the Colombo Process in Bangkok, Thailand.

- Nomination and participation in the one-day Thematic Working Group meeting of the Budapest Process at Renaissance, Istanbul.
- Facilitation of the study visit of the Iraqi delegation.
- Nomination and participation in Almaty Process Technical Experts Group meeting held on 28 November, 2025, at UN Plaza in Almaty, Kazakhstan.

3.2 ILO Section

Ratification of 3 ILO conventions (MLC 2006, P029, C160): Ratified in March 2025, enhancing seafarer protections, combating forced labor, and improving labor statistics.

Gender Pay Gap Report: Launch of Pakistan's Gender Pay Report in collaboration with ILO. Launch of Minimum wage repository in collaboration with ILO

113th International Labor Conference: Delegation from OPHRD actively participated in 113th Session of International labor conference.

ITUC Visit: On 22 April, 2025, ITUC heads Mr. Shreya Yadav and Mr. Luc Triangle designated as state guest underwent a successful visit to Pakistan to discuss workers' rights

Industrial Global Union Visit: In early May, 2025, leadership engaged stakeholders on decent work and union rights

Child Labor Survey: Launch of child labor surveys in Sindh, KPK, Balochistan, ICT and Gilgit Baltistan.

Strengthened DVC Mechanisms: Improved coordination and monitoring to curb bonded labour.

International Labour and Environmental Standards (ILES)

The ILES project, implemented by the ILO in partnership with World Wide Fund for Nature (WWF) and funded by the EU, concluded in January 2025. It aimed to enhance

compliance with international labour and environmental standards in Pakistan's SMEs particularly in the textile, garment, and leather sectors under the EU's GSP+ framework.

Under the leadership of the Ministry of Overseas Pakistanis and Human Resource Development (MOPHRD), the ILES project significantly advanced the application of International Labour Standards (ILS) in Pakistan by supporting the development of consolidated labour laws in Punjab and Sindh, facilitating the ratification of key OSH conventions (C155 and C187), and strengthening institutional mechanisms such as labour inspection systems and the ILS Committee. The project also contributed to the establishment of the National Compliance Centre and extended its support to all four provinces, enhancing national capacity for ILS compliance. These efforts were positively acknowledged in the final Steering Committee and independent evaluation, positioning MOPHRD to sustain and build upon these reforms through continued policy engagement and institutional development.

Bricks for a Better Future (BBF): Advancing Decent Work in Pakistan's Brick Kilns

Bricks for a Better Future (BBF): Advancing Decent Work in Pakistan's Brick Kilns a one-year project (July 2024 – June 2025), funded by the Italian Agency for Development Cooperation (AICS). It supported the transition of the brick kiln sector in Peshawar, KP, towards sustainable and worker-centered production. Key activities during the year included a livelihoods assessment, mapping of workers, OSH assessments, and support to the provincial kiln sector survey. Coordination with the donor and government counterparts remained ongoing.

The project aimed to improve sustainable brick production and enhance social inclusion. It aligns with DWCP IV (2023–2027) priorities on decent work and social protection for informal workers. Progress includes promoting awareness about zigzag kiln technology, efforts on linking workers to social protection schemes, and supporting kiln registration.

Environmental Sustainability through Chemical Management (ESCM) Project

During FY 2024–25, the ILO commenced implementation of its component under the Environmental Sustainability through Chemical Management (ESCM) Project, funded by the Global Environment Facility (GEF). The project aimed to promote sound chemical management and strengthen occupational health and safety (OSH) within Pakistan's textile sector. Key activities included developing and deploying a Risk Assessment Tool in partner mills, delivering awareness sessions and training on ILO Convention No. 170 and its Code of Practice, and conducting a multi-stakeholder consultation on industrial effluents and climate change. Further capacity-building efforts included a Training of Trainers (ToT) for mill personnel, technical assistance in developing Compliance Action Plans, and the design of OSH training modules for Medical Officers in collaboration with SESSI. These efforts contributed directly to DWCP IV outputs on environmental sustainability, stakeholder sensitization, and improved industrial compliance with international labour standards.

3.3 COMPLAINT CELL OF THE MINISTRY

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

Pakistan Citizen Portal (PCP)

The Honorable Prime Minister of Pakistan launched the Pakistan Citizen Portal (PCP) on 28th October, 2020, in order to improve public service delivery and speedy grievances redressal mechanism more efficient and responsive in all Ministries / Divisions and their attached formations for general public. During the year 2022-23, Ministry has processed following tasks / complaints through manual and PCP.

Detail of Month Wise Manual Complaints & their Disposal (F.Y.2024-25)

Month	Total Complaints	Complaints resolved	Complaints under process
July, 2024	30	30	00
August	42	40	02
September	26	25	01
October	28	27	01
November	34	31	03
December	41	40	01
January, 2025	30	25	05
February	41	39	02
March	29	27	02
April	58	52	06
May	33	28	05
June	40	28	12
Total	432	392	40

Summary of Online and manual complaints

Sr. No.	Complaints	No. of Cases during 2024-25	Resolved / closed	In progress
1	Complaints received on Pakistan Citizen Portal	1383	1383	00
2	Manual Complaints	432	392	40
Total		1815	1775	40

NATURE OF COMPLAINTS

- Death compensation/Diyat cases
- Outstanding salaries and payment issues.
- Land mafia/ Qabza groups, Property disputes.
- Jail matters/Deportation issues.
- Fraud issues.
- Visa clarification issues
- Financial matters /disputes, etc.
- Miscellaneous matters.

3.4 WORKERS WELFARE FUND (WWF)

Introduction

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

Workers Welfare Fund” is a federally managed fund, under the administrative control of Ministry of Overseas Pakistanis and Human Resource Development. The management of WWF vests in a Governing Body, which has representation of Government, employers and workers from federal and four provincial governments.

Sources of Revenue.

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

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

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

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

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

Mechanism of Workers Welfare Boards:

- WWB of respective province conceives a welfare scheme for workers of the province

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

Collection & Allocation.

Year	Collection (Rs. In million)	Disbursement (Rs. In million)
Islamabad	80,228.136	3,892.872
Punjab	1,195.892	18,422.784
Khyber Pakhtunkhwa	419.808	8,207.248
Balochistan	0	3,153.866

Disbursement of funds under welfare heads.

Year	Marriage Grant (Rs. In Million)	Death Grant (Rs. In Million)	Scholarship (Rs. In Million)
Islamabad	139.9	39.4	934
Punjab	2,648.840	1,119.400	4,053
Khyber Pakhtunkhwa	288.3	98.2	675
Balochistan	42.6	45.6	453

No of workers performed hajj out of WWF

Year	No of Workers performed Hajj	(Rs. In Million)
2024-25	68	75.147

Development Schemes**➤ PROJECTS COMPLETED DURING THE FINANCIAL YEAR 2024-25.**

Sr. No.	Name of Project	Tender Cost (Rs. in Million)	Year of start	Remarks
1	Construction of Labour colony at Zone-V, Phase-II, Islamabad.	--	2023	Designing, planning of phase-II is under process.
2.	Construction of Boundary wall, main entrance and site office for raw land at T-chowk Rawat, Islamabad.	64.673	--	25% Physical Progress is achieved
3.	Construction of Hight School for boys, Haigh School for girls, Primary School Masjid and Mini Market labour colony at Hattar Road Taxila, (Phase-II).	1034.00	--	The PC-I approved in tis 155 th GB meeting held on 07-10-2022 and approval of tender is in process.
4.	Solarization of Office Building at G-10/4, Islamabad.	30.00	--	The PC-I will be submitted to GB in its upcoming meeting
5.	Training and protection work of Draining's channels (package-II) at Zone-V, Islamabad	1797.702		PC-I to be presented before GB for approval

a) ACTIVITIES AND TARGETS SET OUT OF THE FINANCIAL YEAR 2023-24**ON-GOING DEVELOPMENT PROJECTS**

Sr. No	Name of Project	Tender Cost	Date of Start	Date of Completion	Physical Progress upto date	Performance of F.Y 2023-24
1.	Construction of 500 houses labour colony at Zone-V, Islamabad.	869.050	Aug, 2012	Sep, 2023	90% Overall	Substantiall y completed.
2.	Dismantling and Reconstruction of Workers welfare Fund office/commercial building at plot No. 16, sector F-6, Markaz Islamabad.	105.985(civil work)	Dec,2020	Mar,2023	100%	Building has been rented out

3.5 NATIONAL INDUSTRIAL RELATIONS COMMISSION (NIRC)

Introduction

The National Industrial Relations Commission (The Commission) constituted under Section 53 of IRA, 2012 is the highest Labour Judicial Forum. It was established in 1972. It is headed, (under the rules S.R.O. 766(1)/2022), by either serving or retired judge of Supreme Court of Pakistan or High Courts of Provinces. Its Members are either retired District & Session Judges, Advocates having qualification to be appointed as Judge of High Court and Federal Government officers having the degree of law and two years' experience in the labour administrations. The judgments rendered by the Benches of the Commission i.e. Single Bench and Full Bench are reported in the Law Journal. It is the regulatory body to regulate relations between employers and workers for the maintenance of industrial peace in Trans-provincial Establishments and the Establishments situated in Islamabad Capital Territory.

FUNCTION OF THE COMMISSION

- To adjudicate and determine industrial disputes pertaining to trans-provincial establishments and establishments confined to Islamabad Capital Territory.
- To register trade unions, industry-wise trade union, Federations and confederations.
- To determine the collective bargaining agents (CBA)
- To try offenses punishable under Industrial Relations Act, 2012.
- To deal with the cases of unfair labour practices.
- To advise the government and trade unions regarding worker's education
- To take measures to prevent unfair labour practices on the part of employer/employee.
- To deal with cases of individual grievances.
- To perform the function as Specified Authority under Pakistan Essential Services Maintenance Act 1952.

- To conciliate among CBA unions and Managements in the matters of industrial disputes.
- Such other power and Functions as the Govt. may, by notification in the official gazette, assign to it from time to time.

Head Office and Branches

1.	Head Office	Islamabad.
2.	Bench Office	Lahore.
3.	Bench Office.	Karachi.
4.	Bench Office.	Peshawar.
5.	Bench Office.	Quetta.
6.	Bench Office	Multan
7.	Bench Office	Sukkur.

ON GOING PROJECTS

- a) To adjudicate and determine industrial disputes pertaining to trans-provincial establishments and ICT under Industrial Relations Act, 2012 (IRA-2012).
- b) Registration of the trade unions/Federations of trade unions.
- c) Determination of the Collective Bargaining Agents (CBA).
- d) To adjudicate the cases of Unfair Labour Practice and Individual Grievances in respect of the Trans-Provincial establishment and ICT.
- e) To try offences defined in the IRA, 2012.

Explanation:-

Registration of Trade Union, determination of the Collective Bargaining Agent and Election of the Unions are also performed by the Commission.

3.6 EMPLOYEES' OLD-AGE BENEFITS INSTITUTION (EOBI)

Targets vis-a-vis Achievement during the year 2024-25

S No	Activities	2024-25			2023-24		
		Target	Achievement (July 2024-June 2025)	% of Target Achieved	Target	Achievement (July 2023-June 2024)	% of Target Achieved
1.	Collection of Contribution (Rs. in millions)	80,000.00	79,517.00	99.39%	60,000	60,155.71	100.25%
2.	Registration of Employers	7,607	5,321	69.94%	5,851	5,103	87.21%
3.	Registration of Employees	385,000	528,677	137.32%	350,000	562,545	160.72%

Other Achievements:

Sr. No.	Items	2024-25	2023-24
1.	No. of New Pension Approved:		
	Old-Age Pensions		16,403
	Invalidity Pension	16,250	401
	Survivors' Pensions	272	11,983
	Old-Age Grants	11,461	8,103
	Total	8,123	8,103
		36,106	36,890
2.	Pension/Grant Disbursed (Rs. in millions)	56,871.53	56,701.54

Brief:

Employees Old Age Benefit Institution (EOBI) was established under EOBI Act 1976. EOBI is the only national pension scheme for employees working in industrial and commercial establishments with at least ten employees. EOBI, is an autonomous body which gets policy guidance from a Tripartite Board of Trustees which includes representatives from Government, Industry and Institution. According to the existing law, employers have to pay mandatory contributions of 5% of minimum wage per month and employee share 1% of minimum wage per month. The government contributed equivalent share of matching grant until July 1995, but was discontinued

after 1995. EOBI is playing a vital role in poverty alleviation by paying pension and lump-sum grants to registered retired insured persons and their families. Currently, EOBI have more than 430,000 pensioners and total beneficiaries since inception are around 900,000 which is growing rapidly, an average of **37,000** pensioners are being added every year. EOBI have **156,698** total registered employers out of which **103,435** are active employers and **11,615,613** employees are registered with EOBI since inception.

The EOBI signed a banking service agreement with Bank Alfalah Ltd. (BAFL) in August 2015 whereby EOBI pension payments are to be made through ATM cards issued by BAFL. The EOBI started pension payments to registered pensioners through BAFL ATM cards on Oct 1, 2016.

The pension disbursement process has been designed to become completely digitalized through the use of branchless banking mobile wallets which will eradicate the use of physical dealing of cash at the time of pension disbursements. Instead of pension collection at branches only, Bank Alfalah has now widened the access points for pensioners. EOBI pensioners will now be able to withdraw and utilize their pensions through the 10,000+ ATM network all over Pakistan.

Broad Functions of the Institution:

1. The broad functions of the Institution are:
 - Registration of Employers and Employees
 - Collection of Contribution
 - Disbursement of Benefits
 - Determination of complaints, Questions & Disputes
 - Investment of Funds

Main features of the EOBI Scheme:

- **Old-Age pension** on attaining age of 60 years in case of male workers and 55 years in case of female and mine workers.

- **Invalidity pension** on sustaining invalidity affecting insured person's earning more than one third of normal.
 - **Survivors' Pension** to the following in case of death of insured person/pensioner:
 - Surviving spouse 100% pension till life, or
 - Surviving male children till 18 years of age, or
 - Surviving female children till 18 years of age or their marriages, whichever is earlier, or
 - Surviving parents for 5 years, if an insured persons/ pensioner not survived by spouse or children.
 - **Old-Age Grant** not meeting the benchmark for old-age pension.
2. The rate of pension is determined according to the following formula:
- $$\frac{(\text{Minimum Monthly wages}) \times (\text{Number of years of insurable employment})}{50}$$
3. The Old-Age grant is paid in lump sum to insured persons having less than fifteen years' insurable employment but attain the age of 60/55 years.

Issues / Challenges Being Faced

1. The Employees' Old-Age Benefits Institution (EOBI) is making concerted efforts to expand its coverage by maximizing the number of insured persons, which in turn, increases the number of beneficiaries and contributes significantly to poverty alleviation in the country. Notably, the current year has witnessed a substantial surge in contribution collection. During the financial year 2024-25, EOBI has successfully enhanced contribution collection, primarily attributed to rigorous record checking, effective recovery of defaulted arrears and Registration of new employers. The institution's efforts are further underscored by its impressive performance in achieving its targets. For the financial year 2024-25, EOBI has achieved a remarkable 99.39% of its target, demonstrating its commitment to excellence. This achievement is a testament

to EOBI's dedication to its mission of providing social security to workers and contributing to the country's poverty alleviation efforts

2. Despite its achievements, EOBI faces significant challenges in implementing its strategy to maximize employee coverage under the EOBI scheme. The 18th Constitutional Amendment (2010) has shaken the legal framework of EOBI, creating confusion among establishments. Key challenges include:

- i. Pending court judgment: Civil Petition No. 39/2012 is pending before the Supreme Court, which is related to Council of Common Interest (CCI).
- ii. Industry reluctance: Many industries are hesitant to pay contributions and have filed petitions in various courts regarding wages.
- iii. Provincial legislation: The Province of Sindh has enacted its own EOB Act, adding complexity to EOBI's operations.

3. The situation further deteriorated when the Honorable Supreme Court of Pakistan declared amendments made via Finance Acts 2005, 2006, 2007 and 2008 null and void (PLD 2017 SC 28). This ruling exempted banks from the EOB Act, as they were included through the 2008 Finance Act, and led to refund claims from other industries, resulting in EOBI's significant financial losses. Resolving these legal issues and increasing the contribution rate from 6% to 8% of the minimum wage would enable EOBI to achieve the government's vision of substantially enhancing pension coverage. Furthermore, EOBI's proposed amendments to include self-employed, informal sector workers, and overseas Pakistanis would expand coverage to millions of workers, marking a significant milestone in poverty reduction efforts

Plans/ Targets for 2025-26:

- i. The proposal for inclusion of Self Employed Persons and Overseas Pakistanis in the scheme has been submitted to the Ministry of OP & HRD for approval of the cabinet.

- ii. It is proposed to cover the informal sector through voluntarily registration of self-employed workers in EOBI Scheme.
- iii. It is proposed that the Board of Trustees may be the authorized to declare minimum wages for the purpose of collecting EOB contribution.
- iv. It is proposed that the rate of contribution may be raised from 5% to 6% for employers and 1% to 2% of minimum wages for employees.
- v. It is proposed that the banking sector and contractual/daily wage workers of statutory bodies may also be covered in EOBI Act.
- vi. The Federal Government had previously contributed a matching grant equivalent to EOBI's share until its discontinuation in 1995. Resuming this matching grant could be beneficial for sustaining the EOB Fund.
- vii. EOBI is facilitating the employers to register their employees and generate online voucher through Facilitation System (FS) since 2011 and to further facilitate the employers the institution is in a process to integrate authorized banks with FS portal to deposit contribution using Alternative Delivery Channels (ADC).
- viii. EOBI has a plan to implement revamping project of I.T in near future and introduces mobile application which would greatly increase efficiency, productivity and public awareness. Under this program, each insured person / worker will be able to directly get himself registered with the Institution. Call centers will be established for interaction of Employers, employees and general public. Real time data entry will be possible and records will be updated instantly. Mobile applications will be launched very soon for both employers and employees to get connected with the database of EOBI. Collection and Pension Disbursement are fully automated at present and the transactions will be done in real time 24/7. Data integration will be done with other departments for transparency and elimination of corruption.

Emigration Wing

CWA Section, BE&OE, OEC, and DWE

4. EMIGRATION WING

Employment promotion abroad is one of the core functions of the Ministry. The Emigration Wing is primarily responsible for matters relating to overseas employment and emigration governance. It coordinates with relevant federal and provincial institutions, foreign governments, and international organizations to facilitate safe, orderly and regular emigration and to expand employment opportunities for Pakistani manpower in international labour markets.

The Wing is also responsible for the matters regarding selection process of Community Welfare Attachés (CWAs) for posting in Pakistan Missions abroad, as well as the posting of relevant Ministerial staff.

The Wing further exercises administrative control over the Bureau of Emigration & Overseas Employment (BE&OE), Overseas Employment Corporation (OEC), and Directorate of Workers' Education (DWE) and oversees their policy, operational and institutional matters in accordance with the applicable laws, rules and regulations.

4.1 COMMUNITY WELFARE ATTACHÉ (CWA) SECTIONS

Under Section 7 of Emigration Ordinance, 1979, the Federal Government may, for the purpose of safeguarding the interests of emigrants and promoting overseas employment, appoint a person to be a Labour Attaché (Community Welfare Attaché) in a place outside Pakistan and may define his / her duties.

With a view to ensure the welfare of Pakistani expatriate and to promote the export of Pakistani manpower, the Government of Pakistan has over the period of time, opened offices of Community Welfare Attaches (CWAs) in various Pakistan Missions abroad. At present, there are 24 posts of CWAs in 16 countries at 18 Pakistan Missions abroad. These CWAs are posted for three years' tenure. Details of CWAs showing their names and place of posting are at **Annex-I** and Job description of CWAs is at **Annex-II**.

4.2 BUREAU OF EMIGRATION & OVERSEAS EMPLOYMENT (BE&OE)

Part-(a)

Information / uploading for foreign Jobs

Foreign jobs are uploaded on BE&OE's website (www.beoe.gov.pk/foregin-jobs) on real time to assist prospective emigrants by creating awareness, providing access on foreign jobs to the intending emigrants so that they may apply directly with the relevant OEP office. This direct access mainly aims to eliminate the role of sub-agents or middlemen in the recruitment process of intending emigrants for overseas employment.

Grant of new Licenses to OEPs

To boost the export of manpower from Pakistan, 78 new licenses were issued to the Overseas Employment Promoters (OEPs) during the financial year 2024-25. Presently 2,721 valid OEPs are operational in the country.

Complaint Management System

BE&OE has established a responsive mechanism to address complaints received from intending emigrants / workers received through various channels. During financial year 2024-25, 375 new complaints were received, out of which 280 have been closed / resolved while 96 are under process in BE&OE at different stages

Insurance Claim Payment

BE&OE ensured & disbursed the timely payment of Rs. 982.311 million against 1175 insurance claims for death or disability of the emigrants nominated members during the financial year 2024-25 reflecting a commitment to the welfare of emigrants.

Actions against OEP's

In order to tighten enforcement and ensure zero tolerance policy with respect to emigrants' complaint and licenses of delinquent/dormant Overseas Employment Promoters are suspended/cancelled if found in violation of the Emigrant Ordinance /Rule 1979. In this regard, 01 Overseas Employment Promoters (OEP) licenses were

suspended and 130 licenses were cancelled during the FY 2024-25. Furthermore, an amount of Rs. 113,270,000 of Security Deposit of OEPs was forfeited.

Sending Organizations for TITP, Japan

BE&OE finalized the nomination of 106 sending organizations for Japan under the Memorandum of Cooperation (MoC) on TITP, Eighty Five (85) of these sending organizations have received final approval from Ministry of Federal Education & Professional Training.

Registration of Foreign Employers

The Bureau has initiated the registration of foreign Employers on its website to ensure transparency and efficiency of emigration process

E-Protector Implementation

E-Protector has been successfully implemented across all Protectorate offices of BE&OE thereby enhancing efficiency of the overall process and meeting modern day technological needs. During the last financial year, a total of 25774 migrant workers proceeding abroad were registered via E Protector

New Protectorate Offices

The Bureau has expanded its operations to facilitate intending emigrants at their doorstep. Therefore, Two (02) new Protectorate offices at Gujrat and Abbottabad are notified and scheduled to be inaugurated in due course. Additionally, the establishment of five (06) more offices at D.I. Khan, Muzaffarabad, Nawabshah, Kotli and Gilgit-Baltistan are currently under process with the Finance and Establishment Divisions.

Operationalization of Pakistan Emigrant Management Framework (PEMF)

The Phase-I of Pakistan Emigrant Management Framework (PEMF) i.e online demand attestation by CWAs has been successfully completed and operationalized.

In the second phase, the Pakistan Emigrant Management Framework (PEMF) aims to digitally interlink all 18 relevant stakeholders to streamline the emigration process by digitally verifying the NOCs / Certificates issued by various department to prospective emigrants. In this regard, approximately 80% of the work has been completed.

Part (b)

The programme of activities and targets set out for itself during the preceding financial year and the extent to which they have been realized.

Export of manpower

During the financial year 2024-25 (738544) intending emigrants were registered by BE&OE for employment abroad through its nine regional offices out of which 537679 emigrants were registered through Overseas Employment Promoters (OEPs) while 200865 emigrants were registered through Direct Employment Visa.

Signing of Bilateral MOUs

Since the recent years, the BE&OE has been looking for diversification of destination countries with respect to Manpower export. In this regard, some serious efforts have been made on the part of Bureau & Ministry of OP&HRD. Resultantly, the emigration towards non-Gulf countries has significantly increased. Moreover, MOUs with Federal Republic of Germany. The State of Kuwait, Republic of Bosnia and Herzegovina, Republic of Croatia, Romania, Belarus, Italy, and Greece are in pipeline. Moreover, successful MOCs / MOUs regarding the safe and regular migration are signed between Pakistan and other countries i.e. Japan, Uzbekistan, Azerbaijan, Malaysia. Along this, BE&OE proposed Bilateral agreements / MOUs on labor mobility / manpower export with countries like French Republic of Hungary, The Republic of Lithuania, Kingdom of Netherlands, The Kingdom of Spain. The Russian Federation, Ireland, People's Republic of Bulgaria and The Kingdom of Sweden.

4.3 OVERSEAS EMPLOYMENT CORPORATION (OEC)

Introduction

Overseas Employment Corporation (OEC), working under the administrative control of this Ministry, is a strategic public sector organization mandated under Section 4-A of the Emigration Ordinance, 1979 and governed by the SOEs Act. OEC facilitates the placement of Pakistani manpower in international labour markets through G2G and B2B arrangements, while promoting safe, transparent, ethical and skill-aligned migration. Through reforms, digitalization and enhanced international engagement, OEC continues to strengthen Pakistan's position as a trusted manpower-exporting country and contribute to remittance growth.

Following steps measures its performance against its mandate during 2024-25:

- **Awareness Seminar on Employment Opportunities in Canada for Healthcare Professionals**

An Awareness Seminar on 1 July 2024 to facilitate the placement of Pakistani healthcare professionals in Canada. The seminar provided guidance on visa procedures, professional licensing and career opportunities. The initiative contributed to increased employment of Pakistani nurses and healthcare technicians in Canada and generated demand for specialised training, language proficiency, credential verification, consultancy and recruitment services.

- **Establishment of the 2nd Computer-Based Test (CBT) Laboratory, Karachi (EPS-TOPIK, Republic of Korea)**

OEC established its second Computer-Based Test (CBT) laboratory in Karachi in March 2024, operational since July 2024, to conduct EPS-TOPIK language testing for candidates from Sindh and Balochistan. The facility has expanded national testing capacity while reducing candidates' travel time and costs.

Since 2008, OEC's partnership with the Republic of Korea has facilitated the placement of over 16,000 Pakistani workers, with more than 30,000 candidates receiving foreign-language training nationwide. Pakistan has also been recognized for exemplary management of the EPS and ranked first among the 17 participating countries.

- **Seminar on Japan's Technical Intern Training Programme (TITP) and Specified Skilled Worker (SSW) Programmes for Overseas Employment Promoters**

OEC organised a seminar on Japan's Technical Intern Training Programme (TITP) and Specified Skilled Worker (SSW) programmes on 11 July 2024 to facilitate registered Sending Agencies in accessing employment opportunities in Japan. The seminar enhanced awareness of recruitment procedures and compliance requirements, contributing to increased placements under TITP and SSW and generating demand for Japanese language training, placement consultancy, cultural orientation and recruitment support services.

- **Conferment of the "Best Sending Agency" Award upon OEC by the Republic of Korea**

OEC received the **"Best Sending Agency"** award from the Ministry of Employment and Labor, Republic of Korea, at the 20th Anniversary of the Employment Permit System in Seoul on 12 August 2024, following Pakistan's first-place ranking among 17 participating countries for exemplary EPS management. The award validates OEC's transparent, standardised and worker-centred approach and was formally acknowledged by the Honourable Federal Minister for OP&HRD as a national benchmark for ethical and efficient overseas employment.

- **HRLS Expo 2024, Riyadh — Showcasing Pakistan's Skilled Workforce**

OEC participated in the Human Resources and Labour Services Expo in Riyadh from 27-30 October 2024, promoting Pakistan's skilled workforce in healthcare, IT and

engineering. Engagements with leading Saudi institutions, including Takamol and Maharah Human Resources, focused on skills verification, training and structured recruitment. OEC signed 33 Letters of Intent with Saudi organisations, expanding employment opportunities for Pakistani workers and strengthening skills development, recruitment services and bilateral labour cooperation.

- **Launch of the IT and Japanese Language Internship Programme**

On 10 January 2025, OEC, in collaboration with 15 Pakistani universities and the International Centre Plus, launched an IT and Japanese Language Training Initiative, initially training 54 IT graduates in software development, data science, cloud computing and Japanese (JLPT N5/N4). The initiative supports Japan's demand for skilled professionals while strengthening language training, specialised recruitment and employment pathways.

On 2 May 2025, OEC convened a high-level Pakistan–Japan Human Capital Corridor Forum with key government, diplomatic, industry and academic stakeholders. The forum reviewed progress, incorporated employer feedback and expanded the corridor beyond IT to healthcare, construction, agriculture, hospitality and manufacturing, with agreement on faster, standards-based pipelines for language, skills and cultural orientation.

- **Revamping and Restructuring of the Corporation — Transition from the G2G to the B2B Model and Skills Alignment**

As part of its continuing institutional reform, OEC was assigned a revised mandate by the Ministry on 6 February 2025 and designated as the lead agency for the Ministry's Sectoral Plan. OEC is operationalising this expanded mandate through emigration promotion, demand-driven skills alignment, stakeholder coordination and expanded international labour market linkages, thereby strengthening institutional ownership and accountability for manpower export.

Under its revamping strategy, OEC is modernising operations through an integrated HR Pool, alignment of TVET output with international demand, stronger partnerships with TEVTAs, NAVTTC, universities and private training providers, and enhanced digital service delivery. On the demand side, collaboration with foreign governments, employers and multilateral organisations is being expanded, with emphasis on ethical recruitment, skills certification and workforce readiness.

OEC is also transitioning beyond the traditional G2G model towards increased B2B engagement, expanding employment opportunities in healthcare, IT, construction, logistics and renewable energy, while positioning Pakistan as a reliable source of skilled talent through transparent and ethical recruitment practices.

- **Memorandum of Understanding between OEC and the University of Lahore for Overseas Employment Facilitation**

OEC signed an MoU with the University of Lahore to facilitate overseas employment of its graduates, particularly those from disadvantaged backgrounds. The collaboration provides structured language and soft-skills training, an updated graduate database and secure recruitment support, including NCLEX preparation for nursing graduates seeking opportunities in the United States. The initiative has expanded access to international employment, strengthened recruiter linkages and enhanced the global employability of graduates.

- **Participation in the Global Labour Market Conference**

Under the supervision of the Honourable Federal Minister, OEC participated in the Global Labour Market Conference held in Riyadh on 29–30 January 2025, focusing on bilateral labour mobility and ethical recruitment. The participation enhanced international demand for Pakistani manpower, opened new avenues for collaboration and strengthened prospects for labour agreements, access to high-demand sectors and Pakistan's position as a reliable, rules-compliant workforce provider.

- **Memorandum of Understanding between OEC and the Benazir Bhutto Shaheed Human Resource Research & Development Board, Government of Sindh**

OEC signed an MoU with the Benazir Bhutto Shaheed Human Resource Research & Development Board (BBSHRADB), Government of Sindh, on 16 May 2025 to facilitate overseas employment of its trained graduates. The collaboration integrates trainee data and courses with the OEC Online Job Portal, supports registration and CV development, and promotes access to verified foreign jobs. OEC will also facilitate job matching, ensure data privacy and safeguard graduates against fraudulent recruitment, strengthening safe, transparent and demand-driven overseas placement.

- **Memorandum of Understanding between OEC and the Punjab Vocational Training Council (PVTC) for Korean and Japanese Language Training**

OEC signed an MoU with the Punjab Vocational Training Council (PVTC) to establish Korean and Japanese language training programmes across PVTC institutes in Punjab. The initiative will enhance workers' employability for Korea's EPS and Japan's TITP/SSW pathways through targeted language and cultural training. OEC will oversee curriculum development, instructor certification and overseas placement, while PVTC will provide infrastructure and training delivery, strengthening skills-based and diversified overseas employment.

- **Opening of the Root Industry Pathway for Pakistan under the Employment Permit System, Republic of Korea. *EPS (E-9) Skilled Workers Pathway***

OEC advanced the Skilled Workers Pathway to the Republic of Korea under the EPS (E-9) framework, focusing on root-industry occupations such as welding and mould-making. Approximately 100 skilled welders were deployed to Korea, while training commenced in June 2025 for 180 welders each in Lahore and Islamabad and 60

mould-makers in Daska. The initiative strengthened demand-driven skills development, streamlined ethical recruitment and expanded Pakistan's skilled workforce presence in Korea.

- **PAK Soft Skills Training System (Web and Mobile-Based) — OEC and ICMPD Collaboration**

OEC developed the Life Skills and Work Ethics Training Programme under Section 4-A of the Emigration Ordinance, 1979, on the directions of MoOP&HRD. Approved by the OEC Board in April 2020, the programme was streamlined into a scalable, certified 2-hour bilingual (Urdu/English) course covering workplace ethics, cultural awareness, communication, adaptability and professional readiness.

In July 2024, OEC was designated as the lead implementing agency for mandatory training of intending emigrants. In collaboration with ICMPD, the PAK Soft Skills Web Portal and Mobile Applications were launched on 18 December 2024, establishing a digitised pre-departure training system. Following the Ministry's implementation notification in February 2025, the programme became fully operational in March 2025 through BE&OE, OEPs and MRCs, supported by nationwide Training of Trainers (ToT) sessions.

- Country wise and trade wise Workforce deployed by OEC during the Financial Year 2024-25 is at Annex-15 & Annex-16.

4.4 DIRECTORATE OF WORKERS EDUCATION (DWE)

INTRODUCTION

The Workers' Education Programme was introduced by erstwhile Federal Ministry of Labour & Manpower and Overseas Pakistanis in 1982 in collaboration with ILO/ United Nation Development Programme (UNDP).

The Government established Directorate of Workers Education (DWE) as an attached Department of the Labour & Manpower Division with headquarter in Islamabad and its 14 Regional Centers at provinces. After 18th Constitutional Amendment, the regional offices were transferred to the respective provinces and the DWE, Islamabad office was transferred to (CA&DD) on 30th June, 2011. On 19th September, 2018 DWE was transferred to Ministry of Overseas Pakistanis and Human Resource Development.

VISION

To impart knowledge & create awareness amongst the Industrial Workers, Intended Overseas Workers, Employers and Trade Union Leaders of Public and Private Sector Organizations / Establishments about their rights & obligations, privileges, responsibilities and enhance their capacity to enable them to play their role effectively and efficiently.

MISSION

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

FUNCTIONS OF DWE

- Training of Trade Unions, Workers and Employers at DWE' premises and plant level (factories, industries, workplace etc.) regarding their responsibilities, rights & obligations as workers & employers of Commercial as well as Industrial Establishments.

- Imparting knowledge among the Workers and Employers regarding Government Labours Laws/Policies/plans/workers' welfare schemes and ILO Conventions and Recommendations for their intelligent participation in social & economic development.
- Pre departure training of intended overseas workers on ethics and cultural adaptability in the foreign country.
- Imparting Training & Education to Trade Unionists (Labours Leaders) and workers to enable them in settling their issues with the employers amicably for peace, harmony, industrial growth and productivity.
- Foreign language course of Arabic, Korean, German, Japanese for potential overseas workers.

Training Module for the Year 2024-25

Topics	Training Courses
Employees Relations	Labours Laws and Trade Unionism in Pakistan, Collective Bargaining & its stages and Trade Union Registration etc.
Awareness on rights Facilities and Obligations of Workers and Employers	Role of Workers Welfare Fund (WWF), Employees Old Age Benefit Institution (EOBI), Social Security Institutions (SSI) & National Industrial Relation Commission (NIRC).
International Labours Organization (ILO) & Labours Laws/Issues and ILO Conventions	ILO Standard and Conventions, Industrial Relations Act -2012, Role of Labour Courts/NIRC, Child Labours and Bonded Labour Issues, Domestic Workers Issues, Factories Act, 1934, Standing Order, 1968, Workman Compensation Act, 1923.
Health & Safety Management	Occupational Safety & Health(OSH), Rescue & First Aid at Workplace & Fire Fighting Techniques & Fire Prevention Management
International Certification	Quality Management ISO 9001, Occupational Safety & Health (OSH-18001/4500) & Environmental Management System ISO 14001
Performance Management	Motivation & On-the-Job training

ACHIEVEMENT FOR THE FINANCIAL YEAR 2024-25

- **Forty-Five (45)** workshops of 2&3-days duration for the training of workers/management representative of industrial / commercial establishment of

public and private sector organization were conducted/ organized in the premises of DWE as well as plant level and **1,471 participants** were trained / sensitized.

- **One hundred and seventy-five (175)** Orientation/Awareness/Capacity buildings sessions for intended overseas Workers were conducted and **18,873 participants** were trained /sensitized.
- **Six (06)** Capacity Building courses for Trade Unionists (trade union leaders/workers) were conducted and **147 participants** were trained /sensitized.
- **Eighty (80)** participants were trained in the Free of cost Korean Language Courses.
- **Twenty eight (28)** participants were trained in the free of cost Arabic language courses.
- **Ninety eight (98)** participants were trained in the Free of cost German Language Courses.

TABULATION FORM OF ACHIEVEMENTS

S. No.	Core Areas	No. of Activities Conducted	No. of Participants trained/ sensitized
1.	Provision of education and training to Industrial/Commercial Establishment's workers/labors	45	1471
2.	Orientation session of intended overseas Workers on Ethics at workplace.	175	18,873
3.	Capacity Building of Trade Unionists (trade union leaders/workers)	06	147
4.	Free of cost Arabic language training courses for intended overseas workers.	01	28
5.	Free of Cost Korean Language Courses for intended overseas workers	03	80
6.	Free of Cost German language courses for intended overseas workers	04	98
	Total:-	234	20,697

- DWE's management held meetings with the head of departments of the following organizations regarding enhancing collaboration and coordination for improving soft skills of Intended overseas workers and capacity buildings of trade unionists.
- Bureau of Emigration and Overseas Employment (BE&OE).

- Overseas Employment Corporation (OEC).
- National Industrial Relation Commission (NIRC).
- Workers Welfare Fund (WWF)

Health WISE Training of Health Workers

- Health WISE Training of Health Workers were conducted by DWE with Technical Cooperation of International Labor Organization (ILO), World Health Organization (WHO) and Organization for Economic Cooperation and Development (OECD)

6. Targets for the Financial Year 2024-25

S. No.	Core Areas	No. of Activities to be Conducted	No. of Participants to be trained/sensitized
1.	Provision of education and training to Industrial/Commercial Establishment's workers and management Representatives	58 (In-house 33+ Plant 25)	2030
2.	Orientation /Awareness /Capacity Buildings of intended overseas workers	180	22500
3.	Capacity Building of Trade Unionists (trade union leaders/workers)	12	350
4.	Training of Overseas Employment Promoters (OEPs)	06	150
5.	Free of cost Arabic language training courses for intended overseas workers	04	100
6.	Free of cost Korean language courses for intended overseas workers	05	125
7.	Free of cost German language courses for intended overseas workers	05	125
8.	Free of cost Japanese Language course for intended overseas workers	02	50
	Total:-	272	25,430

Policy Planning Unit (PPU)

5. POLICY PLANNING UNIT (PPU)

The Policy Planning Unit (PPU) supports the Ministry in policy formulation, strategic planning, research, coordination and monitoring the performance evaluation of Community Welfare Attachés (CWAs) posted at Pakistan Missions abroad through their Quarterly Performance Reports.

The PPU maintains data on Overseas Pakistanis living, working and studying abroad, foreign remittances, and Pakistani emigrants, in coordination with relevant institutions, including the Ministry of Foreign Affairs, State Bank of Pakistan (SBP), BE&OE and OEC.

The PPU also coordinates with the Ministry of Planning Development & Special Initiatives on PSDP-funded projects and prepares feedback / replies for the Pakistan Economic Survey, Annual Plan and policies of the other Ministries, etc. in coordination with all the Wings, attached departments / organizations of the Ministry.

Following activities / initiatives carried by the Unit during F.Y. 2024-25.

DRAFT NATIONAL EMIGRATION & WELFARE POLICY

Ministry of OP&HRD encounters various sectoral challenges regarding employment promotion and welfare of Overseas Pakistanis, which include fragmented emigration governance, shortage of skilled human resource, informal channels of remittances, ineffective workers' protection and engagement of diaspora, inadequate border controls, etc. To address these issues and give a policy cover to the ongoing reforms and restructuring of this Ministry and its allied entities, a prescriptive "National Emigration & Welfare Policy" has been drafted. After approval of the Prime Minister, the draft policy has been forwarded to the Cabinet Division for placing before the Cabinet Committee on Emigration, Overseas Employment & TVET for consideration and deliberation, prior to its submission to the Federal Cabinet for its approval.

Objectives of the Policy

- i. Maximize the benefits of labor emigration by promoting safe, orderly, and efficient emigration of Pakistani workers for employment abroad, with a focus on their skills development and competencies in addition to providing them with a comprehensive understanding of the socio-economic, cultural, and religious norms of the destination countries;
- ii. Establish a comprehensive, efficient, and sustainable framework, structure, programs, and services aimed at enhancing the protection of the rights and provision of welfare service to the OPs (particularly emigrant workers) in destination countries and support services for their families in Pakistan;
- iii. Actively engage Pakistani diaspora in the socio-economic development of Pakistan and make them an integral part of development planning; and
- iv. Facilitate the economic, social, and psycho-social reintegration of returning emigrants into Pakistani society and economy through relevant support mechanisms and programs, leveraging their skills and experiences for national economic growth.

The policy aims to ensure a sustained demand generation for Pakistani migrant workers in both traditional and emerging labour markets and foster skills development as per international standards. It also emphasizes the importance of engagement of diaspora in national development, strengthening formal channels for remittances, protection of migrant workers, welfare of overseas Pakistanis and their families, and the socio-economic reintegration of returning workers. The policy also focuses on modernizing the legal and governance framework, digitalization of the entire value chain of emigration and welfare, ensuring compliance with international labour standards, and mainstreaming multilateral entities.

- **NUMBER OF OVERSEAS PAKISTANIS**

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

- **WORKERS' REMITTANCES**

Overseas Pakistanis make a significant contribution to the national economy by remitting their savings in the form of foreign exchange. Remittances establish one of Pakistan's largest sources of foreign exchange and play a vital role in strengthening the country's external account.

The year 2024-25 marked a landmark period for Pakistan's economy, with remittances reaching a record USD 38.3 billion, registering a 26.6 percent year-on-year increase and, for the first time, surpassing the country's export earnings. This achievement underscores the significant economic contribution of the overseas Pakistani diaspora and provides strong economic justification for the Ministry's labour mobility and diaspora-engagement initiatives.

The details of remittances received from different countries during the last four financial years, including FY 2024-25, are provided in Table 2.

- **PERIODICAL REPORTS OF COMMUNITY WELFARE ATTACHES**

There are 24 offices of Community Welfare Attaches (CWAs) posted in 18 Pakistan Missions of 16 countries. List of the CWAs and their job description at **Annex-I & II** respectively. The Policy on the Working of CWAs was approved in December, 2021, along-with prescribed proforma for Quarterly Performance Reports (QPRs) and it was implemented from 1st January, 2022 and the CWAs are sending their QPRs, accordingly.

Annexures, Tables & Graphs

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

1. Mr. Sami Ullah Khan CWA, Embassy of Pakistan, Abu Dhabi, UAE.	2. Vacant, CWA, Consulate General of Pakistan, Dubai-I, UAE
3. Vacant CWA, Consulate General of Pakistan, Dubai-II, UAE	4. Vacant, CWA, Embassy of Pakistan, Baghdad, Iraq.
5. Mr. Waheed Ullah Khan, CWA, Embassy of Pakistan, Doha-I, Qatar.	6. Mr. Arslan Khan Tanoli, CWA, Embassy of Pakistan, Doha-II, Qatar.
7. Mr. Saqib Ali Khan, Community Welfare Attaché, Consulate General of Pakistan, Jeddah-I, Saudi Arabia.	8. Mr. Majid Husain Memon Community Welfare Attaché, Consulate General of Pakistan, Jeddah-II, Saudi Arabia.
9. Mr. Shiraz Ali, Community Welfare Attaché, Consulate General of Pakistan, Jeddah-III, Saudi Arabia.	10. Mr. Muhammad Masoom, Community Welfare Attaché, Embassy of Pakistan, Riyadh-I, Saudi Arabia.
11. Mr. Sohail Babar, Community Welfare Attaché, Embassy of Pakistan, Riyadh-II, Saudi Arabia.	12. Mr. Najam Nawaz Saqib, Community Welfare Attaché, Embassy of Pakistan, Riyadh-III, Saudi Arabia.
13. Mrs. Tahira Saleem, Community Welfare Attaché, Embassy of Pakistan, Manama, Bahrain.	14. Mr. Ateeq Ur Rehman Khan, Community Welfare Attaché, Embassy of Pakistan, Muscat, Oman.
15. Mr. Haider Sultan, Community Welfare Attaché, Embassy of Pakistan, Athens, Greece.	16. Vacant, Community Welfare Attaché, Consulate General of Pakistan, Barcelona, Spain
17. Mr. Farrukh Amir Sial, Community Welfare Attaché, Embassy of Pakistan, Kuwait.	18. Mr. Haseeb Shahbaz Amin, Community Welfare Attaché, High Commission for Pakistan, Kuala Lumpur, Malaysia.
19. Mr. Adil Khan, Community Welfare Attaché, Embassy of Pakistan, Seoul, South Korea.	20. Vacant, Community Welfare Attaché, Consulate General of Pakistan, Milan, Italy.
21. Vacant, Community Welfare Attaché, Consulate General of Pakistan, Manchester, UK.	22. Mr. M. Usman Anwar Goraya, Community Welfare Attaché, Consulate General of Pakistan, New York, USA.
23. Vacant (Newly Created) Community Welfare Attaché, Embassy of Pakistan, Pretoria, South Africa.	24. Mr. Aashij Luqman Hafiz, Community Welfare Attaché, Embassy of Pakistan, Tokyo, Japan.

Annex II: Job Description of Community Welfare Attaches**Export of Manpower**

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

Welfare of overseas Pakistanis

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

Table 1: Country-Wise Data of Overseas Pakistanis

S. No.	Country	No. of OPs
1	Saudi Arabia	2,936,154
2	United Arab Emirates	1,800,000
3	United Kingdom	1,700,000
4	United States of America & Jamaica	1,157,102
5	Canada	653,000
6	Oman	358,593
7	Qatar	350,000
8	Italy	331,173
9	Spain	250,000
10	South Africa	200,000
11	Malaysia	166,644
12	Australia	152,387
13	Bahrain	134,664
14	Germany	103,720
15	State of Kuwait	100,000
16	France	80,000
17	Greece	65,000
18	Norway	50,060
19	Hong Kong	39,000
20	Denmark	35,000
21	Iran	34,804
22	Netherlands	27,261
23	Turkey	26,665
24	Japan	25,334
25	Kenya	22,500
26	China	21,299
27	Ireland	20,000
28	Belgium	16,200
29	Jordan	16,000
30	Austria	12,500
31	Republic of Korea (South Korea)	12,440
32	Portugal	10,400
33	India	10,000
34	Kyrgyzstan	10,000
35	Zimbabwe	8,584
36	Sweden	7,000
37	Thailand	6,500
38	New Zealand	6,135
39	Iraq	5,000
40	Republic of Singapore	5,000
41	Uganda	5,000
42	Libya	4,500
43	Nigeria	3,270
44	Switzerland (Geneva (UN))	3,033
45	Switzerland	3,000

46	Tanzania	3,000
47	Poland	2,017
48	Ukraine	2,000
49	Sudan	2,000
50	Uzbekistan	1,472
51	Indonesia	1,411
52	Philippines	1,271
53	Russian Federation	1,200
54	Hungary	1,000
55	Brazil	1,000
56	Sri Lanka	1,000
57	Bangladesh	1,000
58	Senegal	925
59	Tunisia	750
60	Negara Brunei Darussalam	700
61	Egypt	700
62	Czech Republic	650
63	Romania	600
64	Azerbaijan	600
65	Africa (Abidjan, Djibouti)	550
66	Lebanon	500
67	Cambodia	500
68	Rwanda	500
69	Bulgaria	414
70	Syrian Arab Republic	400
71	Mauritius	387
72	Maldives	355
73	Kazakhstan	350
74	Ethiopia	350
75	Argentina	317
76	Mexico	300
77	Afghanistan	201
78	Tajikistan	200
79	Vietnam	150
80	Myanmar	120
81	Algeria	118
82	Others	519
TOTAL		11,014,449

Source: Ministry of Foreign Affairs

Table 2: The Year-Wise remittances sent by the workers during the Last Five Years. (2020-21 to 204-25)(Provisional)
(Million US Dollars)

Country	2020-21	2021-22	2022-23	2023-24	2024-25
1. USA	2,754.20	3,087.40	3,090.20	3,531.3	3,720.3
2. U.K.	4,067.10	4,492.90	4,056.40	4,521.5	5,904.9
3. Saudi Arabia	7,667.00	7,754.20	6,445.40	7,424.2	9,345.3
4. UAE	6,114.00	5,846.20	4,648.60	5,534.6	7,829.2
Dubai	5,065.30	4,558.30	3,576.00	4,229.8	6,093.5
Abu Dhabi	944.7	1,208.20	1,015.80	1,250.6	1,595.7
Sharjah	79.4	59.8	37.9	21.5	61.6
Other	24.6	19.8	18.8	32.7	78.4
5. Other GCC Countries	3,309.90	3,625.40	3,191.40	3,180.4	3,711.8
Bahrain	464.7	529.5	454	442.9	484.2
Kuwait	858.6	935.5	813.1	802.1	854.6
Qatar	903	1,028.50	915.4	901.6	1,056.6
Oman	1083.5	1,131.90	1,008.90	1,033.8	1,316.4
6. EU Countries	2,709.30	3,361.50	3,120.60	3,531.4	4,543.1
Germany	426.8	508.9	530.2	587.3	739.8
France	419.8	487.8	442.6	481.6	564.1
Netherlands	47.8	60.6	58	59.0	83.9
Spain	401.8	512.8	493.7	600.7	779.7
Italy	600.8	856.2	846.1	978.5	1,301.1
Greece	273.7	364.7	341.5	404.5	504.8
Sweden	61.9	79.2	75.5	76.7	95.6
Denmark	71.8	70.9	73.1	74.6	78.5
Ireland	153.2	160.3	121.7	126.8	196.4
Belgium	251.8	260	138.3	141.8	199.3
7. Malaysia	203.7	144.8	104.8	141.0	185.0
8. Norway	111	145.7	110	106.7	123.6
9. Switzerland	40.9	45.6	43.5	46.2	49.7
10. Australia	593.5	753.4	593	643.8	830.9
11. Canada	586	708.1	550.5	504.6	660.0
12. Japan	84.9	78.9	73.1	52.1	62.3
13. South Africa	353.6	348.8	210.8	209.6	346.9
14. South Korea	88.4	98	97.1	103.3	120.1
15. Other Countries	1,129.50	788.1	688.7	720.4	865.8
Total (1+15)	29,449.90	31,278.80	27,024.30	30,251.0	38,299.1

Source: State Bank of Pakistan

Table 3: List of CWAs along with stations

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

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

Table 4: Statement showing the number of workers proceeded abroad for employment registered by BE&OE during the Financial Year 2024-25 (Country-Wise)

S. N.	Country	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total
1	Saudi Arabia	38468	42593	43634	53945	42148	43850	41613	35729	44580	38632	45861	35871	506924
2	United Arab Emirates	7619	8690	8961	8655	7660	9243	7309	839	181	79	32	34	59302
3	Oman	2989	2820	5225	5316	3664	3584	4400	4180	4415	4219	4764	4458	50034
4	Qatar	9607	10051	1625	2269	1039	885	2848	1771	2271	2181	2180	2611	39338
5	United Kingdom	2221	1904	2045	2990	2721	2744	3018	3297	2823	3247	2992	3301	33303
6	Bahrain	1183	753	705	661	489	560	527	507	420	488	359	294	6946
7	Malaysia	391	388	512	515	388	210	248	263	269	579	683	636	5082
8	Iraq	244	226	184	242	193	413	546	507	278	489	287	311	3920
9	Kyrgyzstan	162	217	95	157	242	240	275	387	208	254	295	269	2801
10	Australia	189	160	150	179	143	301	274	308	233	309	284	219	2749
11	Romania	106	248	262	185	139	248	326	220	229	193	252	199	2607
12	Cyprus	85	150	206	165	120	153	205	279	224	178	184	299	2248
13	China	149	221	148	176	135	147	183	265	144	181	143	144	2036
14	Kuwait	1	8	2	36	10	17	44	11	738	372	53	40	1332
15	Italy	57	35	120	173	115	212	151	68	129	98	55	107	1320
16	Japan	63	56	51	50	55	82	105	155	127	187	152	160	1243
17	Canada	122	76	96	91	103	118	132	53	72	85	74	168	1190
18	United States	113	115	71	138	94	62	68	116	107	88	30	156	1158
19	Spain	61	456	51	158	158	62	3	28	33	25	46	41	1122
20	Ireland	112	67	98	95	73	92	99	68	61	94	66	118	1043
21	Turkiye	55	58	60	93	62	100	126	79	59	107	71	81	951
22	Greece	125	74	35	44	30	44	32	25	39	81	59	50	638
23	Uzbekistan	11	12	12	13	9	17	22	2	17	19	41	452	627
24	Germany	79	70	45	46	26	39	26	35	57	29	62	106	620
25	New Zealand	16	26	48	34	52	36	46	46	57	57	57	77	552
26	Jordan	27	16	25	36	25	30	42	41	48	70	127	61	548
27	Thailand	30	48	28	61	34	32	40	36	41	30	37	50	467
28	Maldives	50	34	34	24	19	49	41	39	25	31	46	30	422
29	Mozambique	13	30	1	47	4	27	107	3	35	39	30	30	366
30	Albania	37	34	26	21	4	19	47	31	31	51	34	16	351
31	Yemen	21	10	21	24	38	33	32	21	24	25	30	22	301
32	Azerbaijan	0	1	15	151	38	18	1	3	16	3	8	42	296
33	Bosnia and Herzegovina	41	21	34	29	28	31	24	24	14	14	18	8	286
34	Lebanon	21	21	43	16	10	8	13	28	20	47	33	18	278
35	Nigeria	13	18	14	20	6	19	30	27	9	42	39	39	276
36	Netherlands	28	18	18	17	15	15	27	18	18	18	13	12	217
37	Republic Congo	0	7	3	47	45	1	14	22	32	3	25	1	200

38	Somalia	7	5	14	10	7	11	16	34	14	18	26	22	184
39	Brunei	6	24	20	25	28	20	18	13	7	3	13	6	183
40	South Sudan	10	18	28	8	8	15	18	18	13	14	10	20	180
41	Iran	11	9	18	20	9	15	23	9	16	7	14	29	180
42	Hungary	5	15	22	14	12	17	20	9	18	14	16	15	177
43	Lithuania	12	9	14	7	5	5	21	20	17	18	22	13	163
44	Malta	9	12	14	11	6	10	23	18	12	30	5	8	158
45	Hong Kong	11	9	10	9	16	20	27	18	11	11	10	4	156
46	Indonesia	13	13	17	8	12	9	13	7	7	16	8	18	141
47	Denmark	14	6	8	11	8	9	12	21	17	8	11	11	136
48	Libya	6	2	9	8	6	16	6	19	13	17	16	9	127
49	Guinea-Bissau	16	7	8	8	7	10	12	12	8	15	5	17	125
50	Others	259	265	230	257	232	301	298	291	314	417	314	362	3540
Total		64888	70126	65115	77315	60490	64199	63551	50020	58551	53232	59992	51065	738544

Graph 1: Number of workers proceeded to the major countries for employment regeistered by BE&OE (F.Y. 2024-25)

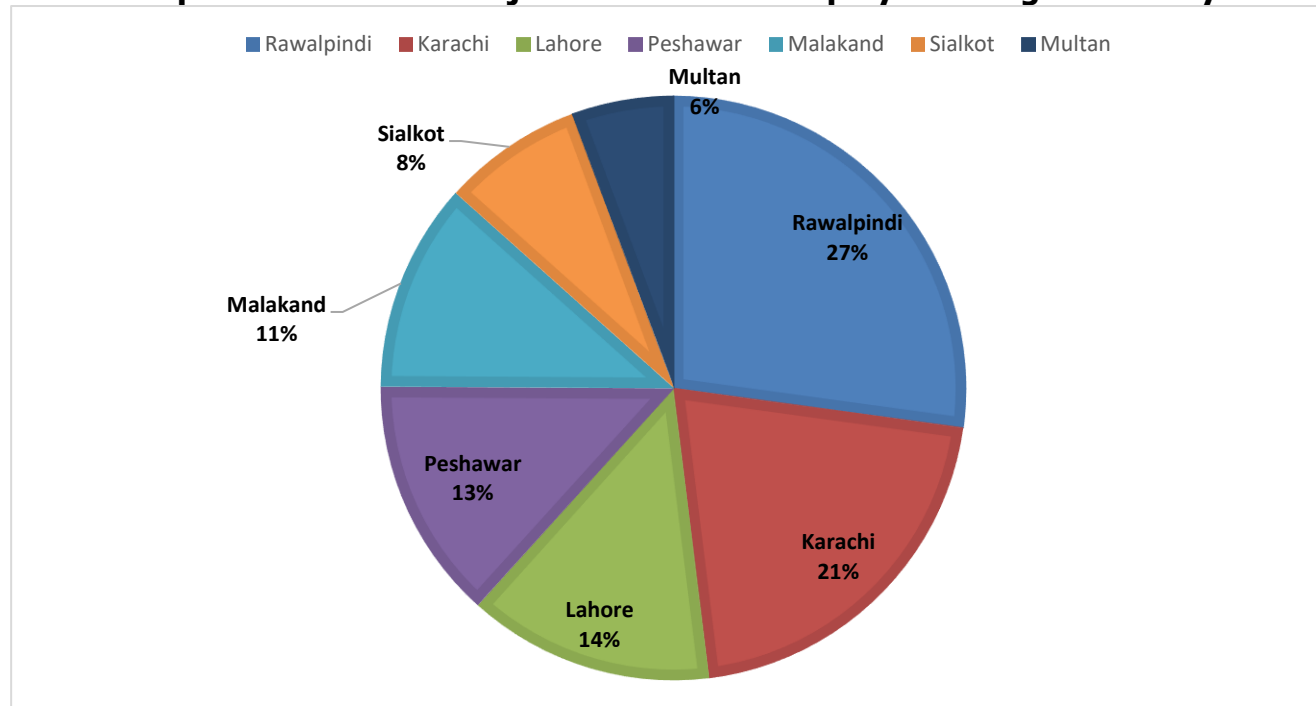


Table 5: Statement showing the number of workers proceeded abroad for employment registered by BE&OE during the Financial Year 2024-25 (Category-Wise)

S. N.	Job Category	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total
1	Labour / Helper	16711	17559	16523	20236	16779	18316	18208	14182	18268	16006	21036	15502	209326
2	Driver	14739	16338	15905	18510	14846	16786	18006	12971	16366	15077	17665	15029	192238
3	Gen. Worker	16507	17912	18012	22814	15305	14722	12923	12111	13236	11994	11728	11347	178611
4	Manager	1853	1665	958	943	745	827	890	803	741	881	710	718	11734
5	Salesman	1361	1704	1404	1260	1240	1594	1284	313	261	250	261	286	11218
6	Mason	953	965	1102	1137	920	931	983	803	817	779	838	931	11159
7	Electrician	1483	1625	904	999	768	830	830	703	665	734	640	697	10878
8	Foreman / Supervisor	1088	994	952	996	938	1217	1088	512	529	461	454	554	9783
9	Carpenter	509	644	1242	1561	764	803	768	567	653	309	275	197	8292
10	Engineer	685	620	986	956	629	509	591	684	620	645	453	443	7821
11	Mechanic	703	575	711	603	528	599	616	450	413	525	391	489	6603
12	Technician	656	596	506	615	505	618	518	500	543	580	551	339	6527
13	Operator	722	760	552	674	614	596	577	357	378	365	424	395	6414
14	Cook	709	1012	260	317	403	336	547	538	536	424	365	235	5682
15	Barber	470	542	522	555	463	369	333	391	441	323	372	319	5100
16	Clerk / Typist	533	472	284	341	417	477	436	258	192	276	429	274	4389
17	Painter	268	340	382	562	405	648	571	274	213	293	250	180	4386
18	Fitter	704	950	173	242	163	158	213	267	282	223	181	165	3721
19	Accountant	410	323	292	274	221	296	293	279	277	305	275	440	3685
20	Security Guard	270	527	293	376	545	245	318	217	302	181	90	72	3436
21	Plumber	161	305	120	167	180	124	383	413	551	338	240	103	3085
22	Steel Fixer	287	337	325	284	259	329	269	180	171	156	171	158	2926
23	Welder	345	223	111	138	289	227	370	210	254	168	137	98	2570
24	Doctor	145	155	89	84	87	194	228	221	185	223	287	344	2242
25	Nurse	193	187	220	199	203	173	206	228	197	105	147	184	2242
26	Tailor	223	534	164	145	173	176	161	94	80	156	169	143	2218
27	Waiter	221	213	212	238	176	243	184	135	122	133	127	116	2120
28	Blacksmith	224	193	219	183	271	218	169	73	83	125	122	96	1976
29	Baker	178	175	178	180	153	170	138	104	148	114	134	114	1786
30	Housemaid	173	154	164	186	170	208	138	113	126	109	92	84	1717
31	Computer Programmer	175	265	171	150	100	120	169	164	103	128	54	101	1700
32	Agriculturist	125	156	123	152	147	198	140	100	95	68	59	59	1422

33	Scaffolder	132	118	111	179	118	67	115	120	96	63	124	81	1324
34	Teacher	134	81	81	98	86	76	106	84	80	98	83	104	1111
35	Guard	61	89	58	81	66	61	75	60	72	73	98	92	886
36	Rigger	82	123	123	70	55	70	64	41	32	48	35	39	782
37	Butcher	66	106	65	87	73	26	83	49	57	53	13	40	718
38	Store Keeper	63	62	52	75	67	80	77	53	44	48	38	52	711
39	Fabricator	55	46	30	51	24	38	74	54	28	40	50	85	575
40	Designer	61	46	53	71	39	34	34	37	49	52	40	34	550
41	Advisor	25	79	33	48	101	56	30	23	9	16	23	49	492
42	Financial Analyst	63	32	61	47	52	46	45	26	16	30	43	21	482
43	Auditor	43	48	59	39	32	17	16	27	23	52	83	24	463
44	Receptionist	32	40	21	33	31	51	69	46	18	19	24	28	412
45	Artist	34	36	43	36	26	31	32	35	28	27	24	23	375
46	System Analyst	24	9	21	26	87	35	8	34	15	14	20	54	347
47	Surveyor	24	21	4	15	34	32	26	12	31	12	44	23	278
48	Security Officer	16	14	58	8	8	16	13	13	23	43	20	31	263
49	Draftsman	14	18	28	61	20	22	19	10	9	9	10	8	228
50	Fireman	12	14	21	27	22	33	21	6	12	14	11	8	201
51	Inspector	16	14	22	15	18	21	8	11	12	10	11	14	172
52	Sweetmaker	13	4	18	64	3	39	7	0	3	3	1	0	155
53	Pharmacist	22	16	10	27	10	10	12	8	7	8	13	7	150
54	Denter	14	15	7	8	16	10	14	13	11	15	16	9	148
55	Cable Jointer	8	3	9	8	8	9	11	8	7	3	13	5	92
56	Goldsmith	3	6	13	11	12	4	3	6	6	7	6	7	84
57	Data Encoder	3	11	2	5	9	11	10	10	2	3	8	6	80
58	Ductman	49	20	0	1	0	0	4	2	0	2	0	0	78
59	Photographer	8	4	5	5	12	12	7	5	6	1	4	0	69
60	Budget Controller	3	0	0	4	29	17	3	1	0	3	0	1	61
61	Air Craft Tech.	11	12	32	4	1	0	0	0	0	0	0	0	60
62	Pilot	4	7	5	9	6	10	4	3	0	2	4	2	56
63	Timekeeper	4	3	3	7	13	6	8	2	3	2	1	3	55
64	Air Hostess	3	2	1	4	2	1	2	4	1	4	2	2	28
65	X-Ray Tech.	1	3	4	9	3	1	0	1	1	1	1	1	26
66	Shoemaker	1	4	3	5	1	0	3	1	2	3	2	0	25
Total		64888	70126	65115	77315	60490	64199	63551	50020	58551	53232	59992	51065	738544

Table 6: Statement showing the number of workers proceeded abroad for employment registered by Bureau of Emigration and Overseas Employment during the Financial Year 2024-25 (Province-Wise)

S. N.	Province	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total
1	Punjab	36527	38837	36323	42293	33621	34876	33728	25765	30578	27238	31785	27445	399016
2	Khyber Pakhtunkhwa	18945	21319	19525	24781	19432	21584	20799	17036	20453	18349	20533	16604	239360
3	Sindh	5338	5852	5681	6203	4153	3918	4786	4324	4261	4299	4437	4049	57301
4	Azad Jammu and Kashmir	2625	2531	2395	2639	2226	2505	2791	1885	2174	2206	2149	1920	28046
5	Islamabad (ICT)	824	775	650	749	539	731	834	544	632	660	526	586	8050
6	Balochistan	509	653	405	509	401	401	436	352	315	377	442	377	5177
7	Gilgit Baltistan	120	159	136	141	118	184	177	114	138	103	120	84	1594
Total		64888	70126	65115	77315	60490	64199	63551	50020	58551	53232	59992	51065	738544

Graph 2 Number of Workers Registered for Overseas Employment By BE&OE during the F.Y. 2024-25 (Province Wise)

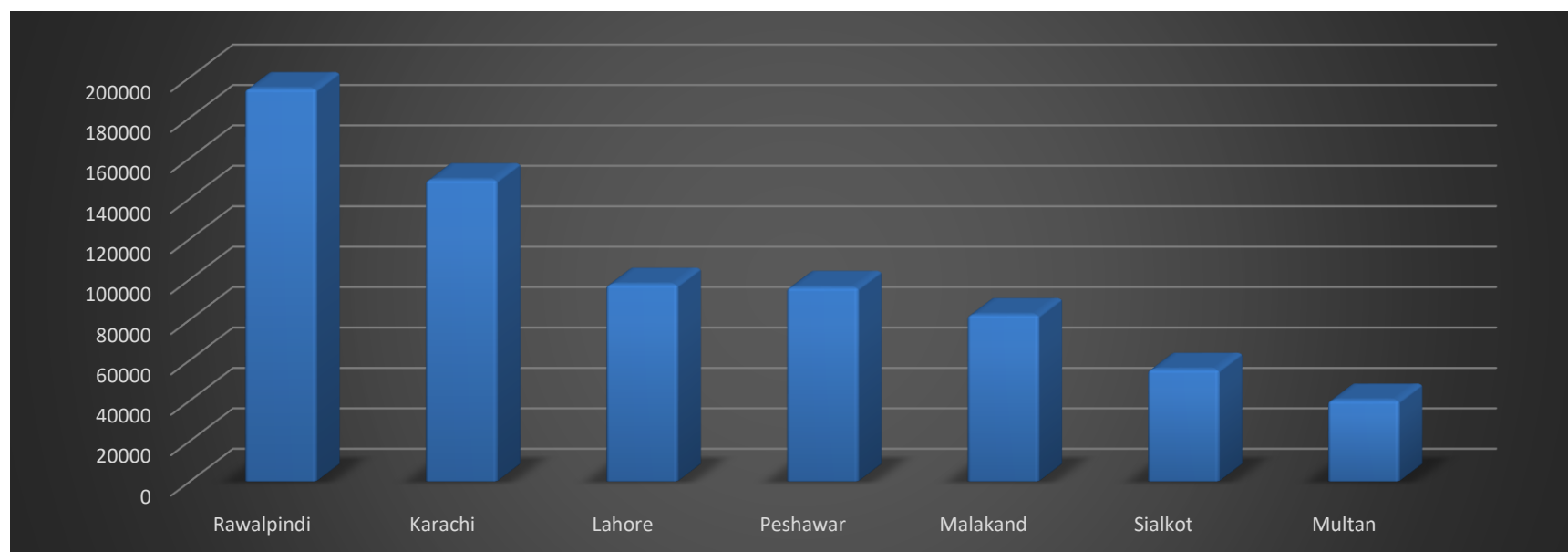


Table 7: Statement showing the number of workers proceeded abroad for employment registered by Bureau of Emigration & Overseas Employment during the Financial Year 2024-25 (protectorate -wise)

Sr. No.	Protectorate Office	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total
1	Rawalpindi	18191	19151	16661	19333	15795	17348	18355	12298	14912	13762	15213	13350	194369
2	Karachi	13365	13966	13821	16095	12283	11151	12247	10444	11138	11056	12753	10979	149298
3	Lahore	8284	9360	9708	11202	8328	8786	8208	6671	8003	6429	6541	6011	97531
4	Peshawar	7335	9205	7765	9211	7446	8739	8205	6914	8661	7585	8245	6713	96024
5	Malakand	6401	6407	6662	9120	6729	7564	6706	6108	7090	6676	7380	5666	82509
6	Sialkot	5162	5404	5059	5630	4800	5386	4866	3518	4016	3528	4261	3850	55480
7	Multan	3749	4028	3589	4501	3469	3656	3140	2734	3084	2448	3196	2615	40209
8	DG Khan	2273	2356	1707	2066	1516	1386	1617	1222	1521	1548	2098	1673	20983
9	Quetta	128	249	143	157	124	183	207	109	97	131	185	133	1846
10	Sukkur	0	0	0	0	0	0	0	2	29	69	120	62	282
11	Abbottabad	0	0	0	0	0	0	0	0	0	0	0	13	13
Total		64888	70126	65115	77315	60490	64199	63551	50020	58551	53232	59992	51065	738544

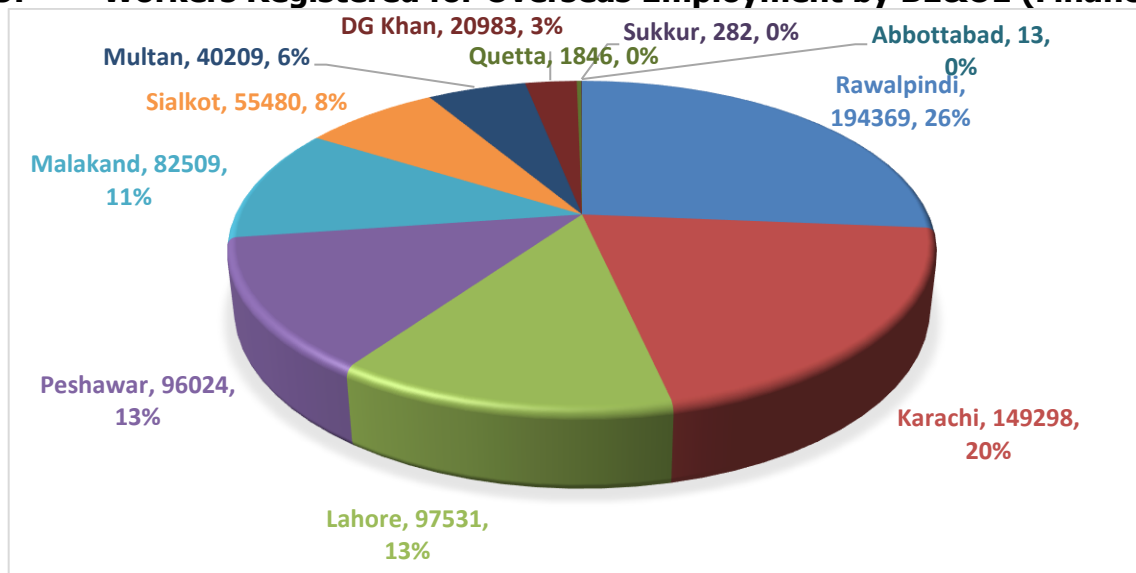
Graph 3: Workers Registered for Overseas Employment by BE&OE (Financial Year 2024-25)

Table 8: Statement showing the number of workers proceeded abroad for employment registered by BE&OE during the Financial Year 2024-25 (District-Wise)

Sr. No.	Districts	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total
1	Sialkot	2850	3013	2964	3115	2600	2677	2505	1733	2064	1897	2413	2182	30013
2	Gujranwala	2522	2701	2527	2937	2539	2704	2407	1799	2036	1885	2325	1993	28375
3	Swat	2105	2239	2193	2937	2299	2626	2166	2073	2400	2135	2376	1872	27421
4	Lahore	2559	2636	2266	2894	2321	2434	2402	1757	1813	1875	1899	1818	26674
5	Rawalpindi	2431	2428	2126	2447	2041	2243	2448	1661	1852	1891	1911	1809	25288
6	Faisalabad	2261	2378	2057	2567	2131	2154	2076	1534	1711	1695	1924	1641	24129
7	Lower Dir	1667	1603	1763	2437	1685	1758	1677	1679	1865	1691	1954	1616	21395
8	Mardan	1620	1805	1586	2072	1651	1817	1652	1257	1566	1362	1584	1280	19252
9	Peshawar	1332	1585	1455	1825	1461	1561	1634	1191	1395	1330	1385	1212	17366
10	Rahim Yar Khan	1492	1732	2036	2049	1294	1204	1202	1171	1428	1091	1255	1063	17017
11	Gujrat	1482	1573	1290	1625	1269	1509	1396	1077	1255	1172	1293	1205	16146
12	Sargodha	1356	1491	1314	1523	1320	1485	1223	938	1078	1026	1114	962	14830
13	Narowal	1222	1345	1398	1538	1383	1327	1214	846	1138	1061	1249	982	14703
14	Dera Ghazi Khan	1614	1457	1142	1423	942	693	990	896	1108	1092	1550	1216	14123
15	Charsadda	1028	1258	1118	1547	1118	1320	1262	957	1243	1030	1282	921	14084
16	Attock	1168	1429	1302	1391	1253	1314	1301	875	1015	956	1096	939	14039
17	Sheikhupura	1224	1278	1191	1510	1148	1151	1141	889	975	847	1092	924	13370
18	Upper Dir	932	974	1099	1537	1013	1129	1098	1006	1227	1100	1275	899	13289
19	Multan	1212	1135	1180	1429	1005	1046	1084	919	1065	809	1020	796	12700
20	Swabi	1119	1159	981	1291	1099	971	1147	652	830	833	995	929	12006
21	Mandi Bahauddin	997	1075	986	1207	981	1166	1027	695	947	877	972	825	11755
22	Toba Tek Singh	919	956	992	1161	890	938	857	689	818	690	883	739	10532
23	Muzaffargarh	794	913	989	1027	809	732	749	715	850	636	809	600	9623
24	Mansehra	801	804	731	875	763	879	883	650	770	684	760	567	9167
25	Vehari	875	822	777	1010	794	773	650	608	657	610	710	654	8940
26	Abbottabad	736	860	712	830	753	837	905	623	718	667	699	542	8882
27	Chakwal	833	898	772	782	709	848	841	581	679	606	669	630	8848
28	Sahiwal	763	799	794	1026	736	841	752	577	612	538	657	549	8644
29	Malakand P Area	589	741	734	964	682	768	696	574	748	614	879	619	8608
30	Jhelum	875	886	703	821	658	733	741	514	613	565	598	507	8214
31	Khanewal	734	750	795	1003	664	686	681	562	620	494	610	534	8133
32	Islamabad	824	775	650	749	539	731	834	544	632	660	526	586	8050
33	Nowshera	687	770	656	808	692	688	750	508	625	527	614	555	7880
34	Bahawalpur	715	783	755	846	606	609	617	533	632	530	603	550	7779

35	Mianwali	481	763	807	880	712	558	530	391	1036	565	468	492	7683
36	Bannu	550	706	504	630	604	741	671	545	825	665	674	516	7631
37	Karachi East	747	688	605	791	575	637	679	529	462	575	493	474	7255
38	Bajaur Agency	576	584	681	757	598	581	530	492	542	544	720	597	7202
39	Okara	660	646	608	767	606	690	597	449	528	456	567	438	7012
40	Khyber Agency	515	613	561	705	579	672	591	545	617	565	469	474	6906
41	Karachi Central	722	636	610	625	557	557	684	496	436	515	462	484	6784
42	Haripur	596	613	545	558	553	638	559	404	460	443	567	446	6382
43	Bahawalnagar	512	529	579	704	569	571	577	387	493	388	517	394	6220
44	North Waziristan Agency	549	736	582	527	382	603	561	523	617	521	294	325	6220
45	Kasur	565	595	572	653	526	542	528	409	459	402	464	387	6102
46	Poonch	578	531	515	560	529	576	578	393	419	457	445	448	6029
47	Kotli	560	550	467	560	426	470	512	393	492	419	491	414	5754
48	Jhang	447	546	523	636	476	481	454	383	450	319	403	366	5484
49	Kohat	391	495	462	540	416	513	473	349	446	399	471	365	5320
50	Dadu	481	607	516	555	280	215	374	398	464	425	480	448	5243
51	Buner	462	511	428	496	396	482	567	324	377	368	409	326	5146
52	Rajanpur	533	535	429	551	334	340	342	299	409	359	517	366	5014
53	Kurram Agency	303	421	346	485	477	430	360	321	405	409	525	449	4931
54	Hafizabad	478	490	381	495	412	459	451	321	353	309	377	314	4840
55	Karachi West	471	479	381	489	425	379	417	350	327	331	362	328	4739
56	Mohmand Agency	317	395	401	518	359	384	416	300	504	347	424	318	4683
57	Khushab	391	430	380	398	313	385	400	317	407	326	319	289	4355
58	Ghotki	212	393	855	608	235	214	255	398	393	270	225	216	4274
59	Nankana Sahib	361	412	384	423	359	382	356	280	302	246	325	319	4149
60	Kambar Shahdad Kot	403	490	394	447	252	227	259	315	323	297	376	337	4120
61	Batagram	313	382	291	381	330	353	328	328	352	321	364	267	4010
62	Karak	356	440	378	352	287	339	312	280	352	333	306	269	4004
63	Shangla	327	349	364	426	288	362	303	300	361	289	337	276	3982
64	Lodhran	341	370	356	392	302	265	288	259	307	270	295	255	3700
65	Karachi South	334	372	302	362	301	307	334	242	224	246	268	253	3545
66	Layyah	270	332	306	341	303	295	293	245	278	236	284	240	3423
67	Pakpattan	298	356	303	350	302	286	269	209	243	238	284	225	3363
68	Sudhnoti	281	287	278	299	263	294	337	244	258	270	267	259	3337
69	Muzaffarabad	317	303	280	311	266	292	339	209	250	315	226	189	3297
70	Bhimber	311	283	297	296	220	296	312	220	264	236	281	240	3256
71	Larkana	275	319	296	337	207	182	271	262	262	233	306	244	3194

72	Karachi Malir	327	298	273	297	252	239	272	249	201	270	225	205	3108
73	South Waziristan Agency	254	378	193	252	214	239	289	314	315	267	199	152	3066
74	Bagh	250	249	249	253	254	264	369	204	215	282	222	178	2989
75	Hangu	169	202	143	191	175	224	213	236	219	240	240	235	2487
76	Shaheed Benazir Abad	202	254	198	271	112	131	139	135	152	143	178	133	2048
77	Chiniot	143	171	167	184	158	186	187	122	174	149	167	137	1945
78	Bhakkar	148	178	172	189	153	169	150	124	173	131	145	105	1837
79	Chitral	116	105	164	222	159	156	197	117	134	157	149	116	1792
80	Hyderabad	183	195	175	178	146	142	160	132	118	127	111	113	1780
81	Lakki Marwat	96	152	115	143	102	170	153	147	182	138	170	98	1666
82	Orakzai Agency	173	157	111	132	93	116	149	123	102	120	133	122	1531
83	Kashmore	110	134	151	160	83	58	130	131	149	131	133	105	1475
84	Jamshoro	134	159	154	150	81	60	109	95	101	113	108	119	1383
85	Mirpur	158	149	130	154	96	139	103	98	83	79	84	95	1368
86	Quetta	127	142	110	122	111	129	94	98	94	94	104	99	1324
87	Khairpur	94	110	118	135	106	71	108	103	103	99	89	92	1228
88	Sanghar	97	118	109	146	78	93	96	85	84	92	121	89	1208
89	D. I. Khan	127	131	98	126	73	97	96	83	91	75	84	72	1153
90	Naushahro Feroze	102	124	99	130	90	75	97	75	78	72	108	59	1109
91	Tank	77	81	76	114	72	70	90	74	93	102	112	90	1051
92	Karachi Korangi	83	90	87	94	89	83	73	61	60	86	81	71	958
93	Hattian Bala	71	85	84	95	73	80	99	52	105	68	64	50	926
94	Sukkur	54	66	80	97	54	52	72	62	58	58	50	51	754
95	Neelum	66	56	68	72	65	63	95	46	59	51	50	33	724
96	Shikarpur	75	74	54	53	51	43	55	37	54	43	55	46	640
97	Badin	50	67	54	85	35	37	58	32	63	46	40	40	607
98	Khuzdar	35	47	28	37	36	21	51	54	46	72	65	57	549
99	Mirpur Khas	57	55	54	53	42	36	38	30	36	31	43	23	498
100	Kech	75	72	63	80	66	54	32	6	4	6	15	12	485
101	Jacobabad	39	39	38	44	24	19	27	44	45	33	46	48	446
102	Lasbela	38	39	23	19	23	16	27	42	28	47	52	53	407
103	Upper Kohistan	29	33	32	46	26	34	31	25	34	41	35	38	404
104	Haveli (Kahuta)	33	38	28	39	34	29	47	26	29	29	19	14	365
105	Gilgit	28	44	38	25	30	40	34	26	32	20	19	15	351
106	Ghizer	22	30	29	19	14	36	42	27	24	21	44	18	326
107	Ghanche	30	30	20	35	27	30	42	13	31	21	18	20	317
108	Killa Abdullah	29	39	28	20	26	25	26	20	20	19	31	26	309

109	Baltistan	22	17	21	34	20	33	37	20	16	11	20	18	269
110	Tando Allahyar	24	23	21	33	23	16	31	14	20	16	23	15	259
111	Lower Kohistan	21	12	12	36	15	11	23	17	21	17	23	23	231
112	Tor Ghar	13	31	9	20	19	14	20	17	16	12	20	18	209
113	Awaran	31	65	10	17	22	22	10	3	2	3	3	5	193
114	Matiari	14	19	20	13	20	11	16	18	15	16	17	11	190
115	Kalat	12	17	14	29	9	13	20	18	11	9	10	19	181
116	Hunza Nagar	9	17	11	14	15	25	15	17	17	12	11	3	166
117	Zhob	11	36	14	19	8	14	18	8	14	8	9	7	166
118	Umer Kot	13	23	13	18	12	10	12	12	11	5	15	19	163
119	Jaffarabad	16	17	12	14	10	7	12	13	9	21	22	8	161
120	Gwadar	11	9	6	4	6	10	20	18	13	8	9	25	139
121	Sherani	13	32	8	13	10	10	10	3	5	11	9	4	128
122	Pishin	13	16	12	7	9	11	9	2	12	10	9	4	114
123	Panjgur	14	17	7	9	13	17	14	6	1	3	8	2	111
124	Tando Muhammad Khan	15	6	8	14	5	9	6	6	13	10	9	8	109
125	Astore	6	17	9	9	9	11	3	7	13	14	6	4	108
126	Thatta	9	9	9	10	9	9	7	10	5	11	8	9	105
127	Barkhan	5	12	12	11	10	5	5	10	11	6	9	7	103
128	Kharan	9	8	9	19	5	5	11	2	8	5	9	3	93
129	Nasirabad	6	11	7	6	6	1	8	6	6	9	13	5	84
130	Nushki	14	17	3	9	2	6	6	8	3	5	7	4	84
131	Washuk	6	16	8	12	3	7	9	7	3	3	6	0	80
132	Dera Bugti	4	5	5	15	7	2	4	7	3	10	8	7	77
133	Loralai	3	6	5	8	2	7	11	4	9	5	6	7	73
134	Diamir	3	4	8	5	4	11	4	4	5	4	2	6	60
135	Kohlu	8	10	1	8	2	4	7	4	1	4	9	2	60
136	Tharparkar	10	2	5	5	5	4	4	2	3	3	5	6	54
137	Jhal Magsi	11	3	3	6	3	2	7	3	2	2	6	2	50
138	Chagai	5	5	5	7	3	3	1	2	0	3	6	4	44
139	Musakhel	0	4	1	2	4	3	6	2	4	2	7	5	40
140	Sujawal	1	2	2	3	4	2	2	2	2	4	1	3	28
141	Mastung	0	1	4	4	1	1	5	1	1	4	0	2	24
142	Kachhi	4	4	2	3	0	1	3	1	0	2	2	0	22
143	Sibbi	1	1	1	1	0	2	3	2	2	1	6	2	22
144	Killa Saifullah	3	1	0	2	0	1	3	1	1	2	0	2	16
145	Sohbatpur	2	0	2	5	2	0	2	0	0	1	0	2	16

146	Harnai	2	0	1	1	1	1	1	2	1	1	0	2	13
147	Ziarat	1	1	0	0	2	1	1	1	1	1	2	0	11
148	Kolai Palas	0	1	1	0	0	1	0	0	0	2	5	0	10
Total		64888	70126	65115	77315	60490	64199	63551	50020	58551	53232	59992	51065	738544

Table 9: Statement showing number of Pakistani workers registered for Overseas Employment through BE&OE for the Financial Year 2024-25**"Occupation Group wise"**

Occupational Groups	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total
Un-Skilled	318 25	342 49	327 53	391 75	319 66	354 51	365 88	274 53	348 69	312 84	389 77	307 77	405 367
Skilled	230 87	252 13	247 11	303 00	212 98	209 96	194 25	170 43	183 04	164 06	159 47	152 20	247 950
Semi-Skilled	561 1	632 1	475 8	506 4	479 9	512 6	457 9	294 8	295 5	291 6	293 4	273 2	507 43
Highly Qualified	421 3	415 3	271 4	262 0	229 0	246 9	280 8	247 6	234 3	252 4	205 8	224 0	329 08
Highly Skilled	152	190	179	156	137	157	151	100	80	102	76	96	157 6
Total	648 88	701 26	651 15	773 15	604 90	641 99	635 51	500 20	585 51	532 32	599 92	510 65	738 544

Table 10: Month-wise comparative statement of the Pakistanis proceeded abroad for employment registered by Bureau of Emigration and Overseas Employment during the Financial Year 2023-24 & 2024-25

Month	2023-24	2024-25	Difference	Percentage
July	54,862	64888	10,026	18.27
August	90,008	70126	-19,882	-22.09
September	92,656	65115	-27,541	-29.72
October	90,042	77315	-12,727	-14.13
November	81,423	60490	-20,933	-25.71
December	57,355	64199	6,844	11.93
January	60,691	63551	2,860	4.71
February	53,632	50020	-3,612	-6.73
March	50,260	58551	8,291	16.50
April	49,547	53232	3,685	7.44
May	65,996	59992	-6,004	-9.10
June	43,355	51065	7,710	17.78
Total	789827	738544	-51,283	-6.49

Table 11: Comparative statement showing the number of workers proceeded abroad for employment registered by BE&OE during the Financial Year 2023-24 & 2024-25 (Country-Wise) through OEP + Direct

S. No.	Country	2023-24	2024-25	Difference	Percentage
1	UAE	169,728	39338	-130,390	-76.82
4	Bahrain	17,587	33303	15,716	89.36
5	Brunei	164	217	53	32.32
10	Hong Kong	121	180	59	48.76
11	Iran	152	183	31	20.39
12	Iraq	7,004	5082	-1,922	-27.44
13	Jordan	382	278	-104	-27.23
15	Kuwait	1,662	627	-1,035	-62.27
17	Lebanon	197	366	169	85.79
19	Nigeria	191	301	110	57.59
20	Oman	61,403	59302	-2,101	-3.42
21	Qatar	39,663	50034	10,371	26.15
22	Saudi Arabia	427,719	506924	79,205	18.52
24	Sudan	27	184	157	581.48
25	Singapore	79	136	57	72.15
26	Somalia	169	177	8	4.73
27	Spain	938	620	-318	-33.90
30	Uganda	53	125	72	135.85
31	UK	20,866	6946	-13,920	-66.71
32	USA	981	1190	209	21.30
37	Japan	1,344	2248	904	67.26
41	Cyprus	2,482	1243	-1,239	-49.92
42	Turkey	809	2801	1,992	246.23
43	China	1886	2036	150	7.95
46	Italy	1,564	351	-1,213	-77.56
50	Germany	624	951	327	52.40
51	Azerbaijan	201	1320	1,119	556.72
52	Other	31,384	22,081	-9,303	-29.64
Total		789,827	738,544	-51,283	-6.49

Table 12: Comparative statement of the Pakistanis proceeded abroad for employment registered by BE & OE during the Financial Year 2023-24 & 2024-25 (Category-Wise).

S. No.	Category	2023-24	2024-25	Difference	Percentage
1	Engineer	9,022	6603	-2,419	-26.81
2	Doctor	3,659	3685	26	0.71
3	Nurse	3,413	1786	-1,627	-47.67
4	Teacher	1,677	1700	23	1.37
5	Accountant	4,991	5682	691	13.84
6	Manager	36,136	11734	-24,402	-67.53
7	Welder	3,886	4386	500	12.87
8	Secy/S. grapher	0	0	0	0.00
9	Storekeeper	842	3085	2,243	266.39
10	Agriculturist	1,795	1422	-373	-20.78
11	Clerk/Typist	6,104	3721	-2,383	-39.04
12	Foreman/Sup	12,522	11159	-1,363	-10.88
13	Mason	16,709	112218	95,509	571.60
14	Carpenter	9,918	4389	-5,529	-55.75
15	Electrician	14,198	9783	-4,415	-31.10
16	Cook	7,698	6414	-1,284	-16.68
17	Plumber	4,308	2570	-1,738	-40.34
18	Waiter/Br.	2,501	2120	-381	-15.23
19	Steel Fixer	3,916	2218	-1,698	-43.36
20	Painter	5,977	2926	-3,051	-51.05
21	Labourer	191,919	209,326	17,407	9.07
22	Technician	8,284	7821	-463	-5.59
23	Mechanic	9,011	8292	-719	-7.98
24	Cable Jointer	118	278	160	135.59
25	Driver	190,553	178,611	-11,942	-6.27
26	Operator	7,711	6527	-1,184	-15.35
27	Tailor	3,095	2242	-853	-27.56
28	Surveyor	335	172	-163	-48.66
29	Fitter	5,465	3436	-2,029	-37.13
30	Denter	135	92	-43	-31.85
31	Comp./Prog/Ana	1,804	1111	-693	-38.41
32	Designer	785	550	-235	-29.94
33	Goldsmith	89	80	-9	-10.11
34	Pharmacist	171	148	-23	-13.45
35	Rigger	1,495	492	-1,003	-67.09
36	Salesman	19,494	10878	-8,616	-44.20
37	Draftsman	225	150	-75	-33.33
38	Blacksmith	2,007	1976	-31	-1.54
39	Photographer	79	56	-23	-29.11
40	Artist	429	463	34	7.93
	Total	789,827	738,544	-51,283	-6.49

Table 13: Comparative statement of the Pakistanis proceeded abroad for employment registered by BE&OE during the Financial Year 2023-24 and 2024-25 (Occupation-Wise)

Occupation	2023-24	2024-25	Difference	Percentage
Highly Qualified	61,325	32908	-28,417	-46.34
Highly Skilled	1,369	1576	207	15.12
Skilled	74,330	247950	173,620	233.58
Semi-Skilled	281,376	50743	-230,633	-81.97
Un-Skilled	371,427	405367	33,940	9.14
Total	789,827	738,544	-51,283	-6.49

Table 14: Comparative statement of the Pakistanis proceeded abroad for employment registered by BE&OE during the financial year 2023-24 & 2024-25 (Province wise)

Province	2023-24	2024-25	Difference	Percentage
Federal	10,178	8050	-2,128	-20.91
Punjab	446,453	399016	-47,437	-10.63
Sindh	69,354	57301	-12,053	-17.38
KPK + Tribal areas	223,189	239360	16,171	7.25
Baluchistan	7,178	5177	-2,001	-27.88
Azad Kashmir	33,475	28046	-5,429	-16.22
Total	789,827	738,544	-51,283	-6.49

Table 15: Number of Persons Proceeded by OEC

#	Country	No. of Emigrants
1.	Bahrain	14
2.	Japan	31
3.	Korea	669
4.	KSA	252
5.	Kuwait	875
6.	Malaysia	9
7.	Qatar	9
Total		1859

Table 16: Number of workers sent by the OEC

Sr.#	Country	No. of Emigrants
1.	Assistant Electrician	6
2.	Assistant Language Teacher	16
3.	Assistant Pipe Fabricator	1
4.	Assistant Pipe Fitter	3
5.	Building Electrician	5
6.	COPPER BRAZER	1
7.	Doctor	91
8.	Driver	58
9.	Electrician	13
10.	Fork Lift Operator	2
11.	G/Worker	679
12.	Hot Dip Galvanization	1
13.	Lead Man Pipe Fitter	1
14.	Loadig/Unloading Worker	10
15.	PIPE FABRICATIOR	4
16.	Pipe Fitter	34
17.	Plumber	22
18.	Rigger	3
19.	Scaff Folder	3
20.	Staff Nurse	809
21.	Teacher	9
22.	Technician	85
23.	TITP	3
Total:		1859
