

Pakistan

Overview

Commodities

Dashboard

Context

Wages

What's happening

40%

Population below international poverty line

variable

National minimum wage

€149

per month

Rural living wage

€170

per month

Urban living wage

€323

per month

Rural living income

36%

Agricultural workforce

23%

Agriculture share of GDP

5

very high

Risk to workers' rights

Context

Pakistan has a population of approximately 221 million people,^[1] with 63% of its citizens living in rural areas^[2] and the remaining 37% in urban centers.^[3] Agriculture employs 37% of the working population^[4] and accounts for 23% of the country's GDP.^[5]

Despite Pakistan's high levels of agricultural production, the country is still burdened with high levels of food insecurity.^[6] Small scale farmers face many challenges, including significantly small holdings, limited access to markets, credit and resources, as well as minimal off-farm employment opportunities.^[7] In addition, high agricultural production has put pressure on the country's water resources, with roughly 90% of water resources used by the agricultural sector. Natural disasters such as floods, earthquakes, landslides and droughts are also a recurring problem in the country.^[6]

Pakistan's top produced commodities are sugar cane, buffalo milk, wheat, cow milk and maize.^[8] In terms of export quantity, the top commodities are rice, tangerines, dry onions and potatoes.^[9]

Wages

Minimum Wage

The minimum wage in Pakistan can vary by province depending on the sector and activity, but the minimum wage for unskilled workers starts at 25,000 Pakistani rupees (104 EUR).^[10] Although the minimum wage is higher than the World Bank estimate for poverty level income, it does not apply to workers in the agricultural sector, informal sector or domestic workers. The same goes for other benefits required for formally employed workers, such as the legal 48-hour workweek, overtime pay, annual and sick leave, health care, education for workers' children, social security or old-age benefits. The specificity of labor laws and the lack of enforcement result in employers failing to comply with acceptable working conditions, working hours and wages. Thus, the types of workers mentioned above are extremely vulnerable to exploitation and have little access to labor courts to seek redress for grievances.^[11]

The **Global Living Wage Coalition** has developed 2 regional Living Wage Benchmarks based on the Anker methodology for rural and urban Sialkot, in Pakistan, and 1 Living Income Benchmark for rural Khyber Pakhtunkhwa.

Living Wage

The living wage for rural Sialkot, Pakistan is 30,163 Pakistani rupees (149 EUR) per month. This estimate is based on a family of 5.5 with 1.65 full-time workers working in rural sports-ball manufacturing areas.^[12] The living wage benchmark for urban Sialkot, Pakistan is 34,284 Pakistani rupees (170 EUR) per month and is based on a family of 5 with 1.53 full-time workers working in urban sports-ball manufacturing areas.^[13] Sialkot is one of the largest manufacturing centers in Pakistan, specifically in sports-ball manufacturing, hence these **2 benchmarks** are focused on sports-ball manufacturing workers.

Living Income

The estimated living income in rural Khyber Pakhtunkhwa for a family of 6 with 1.48 workers is 52,771 Pakistani Rupee (323 EUR) per month. The focus of this study is on tobacco farmers, as Pakistan is the one of the largest producers of tobacco in the world. Tobacco is mainly grown in the Khyber Pakhtunkhwa province, and the study was conducted in the Charsadda, Mardan and Swabi districts. A living wage for the region was also estimated at 44,190 Pakistani Rupee (219 EUR) per month.^[14]

What's happening

RESOURCE

[Living Income Benchmark, rural Pakistan](#)

Living income estimates, including living wage estimates, that workers in rural Khyber Pakhtunkhwa (KP), Pakistan need to receive each month to afford a basic but decent living.

RESOURCE

[Living Wage Benchmark, Rural and Urban Pakistan](#)

Living wage estimates for workers to be able to afford a basic but decent living standard in rural and urban Sialkot, Pakistan.

RESOURCE

[Wages in Context in the Garment Industry in Asia](#)

This report focuses on the minimum and living wages concerning the garment industry in Asia, presenting an overview of 9 countries.

RESOURCE

[Clean Clothes Campaign-Pakistan Country Report](#)

This report by the Clean Clothes Campaign, dives into the labor conditions of the garment industry in the Pakistani context.

Footnotes

1. World Bank. (2020). <https://data.worldbank.org/indicator/SP.POP.TOTL?locations=PK>
2. World Bank. (2020). <https://data.worldbank.org/indicator/SP.RUR.TOTL.ZS?locations=PK>
3. World Bank. (2020). <https://data.worldbank.org/indicator/SP.URB.TOTL.IN.ZS?locations=PK>
4. World Bank (2019). <https://data.worldbank.org/indicator/SL.AGR.EMPL.ZS?locations=PK>
5. World Bank (2020). <https://data.worldbank.org/indicator/NV.AGR.TOTL.ZS?locations=PK>
6. FAO. (2019). <http://www.fao.org/pakistan/our-office/pakistan-at-a-glance/en/>
7. IFAD. <https://www.ifad.org/en/web/operations/country/id/pakistan>
8. FAOSTAT (2020). http://www.fao.org/faostat/en/#rankings/commodities_by_country
9. FAOSTAT (2020). http://www.fao.org/faostat/en/#rankings/commodities_by_country_exports
10. Wage Indicator Foundation (2023). Minimum Wage-Pakistan. <https://wageindicator.org/salary/minimum-wage/pakistan>
11. U.S. Department of State. 2020 Country Reports on Human Rights Practices: Pakistan. <https://www.state.gov/reports/2020-country-reports-on-human-rights-practices/pakistan/>
12. Global Living Wage Coalition (2022). Living Wage Update - Sialkot , Pakistan: Rural Sports-Ball Manufacturing Area. <https://www.globallivingwage.org/living-wage-benchmarks/rural-pakistan/>
13. Global Living Wage Coalition (2022). Living Wage Update - Sialkot, Pakistan: Urban Sports-Ball Manufacturing Area. <https://www.globallivingwage.org/living-wage-benchmarks/urban-pakistan/>
14. Global Living Wage Coalition (2022). Living Income Benchmark, December - Rural Pakistan: Charsadda, Mardan, and Swabi districts in Khyber Pakhtunkhwa (KP), Pakistan. https://www.globallivingwage.org/wp-content/uploads/2021/04/Updatereport_RuralPakistan_KP_June_2022-FINAL.pdf