

SALIENT FEATURES OF THE ANNUAL STATISTICAL BULLETIN (2012-13) IN RESPECT OF AUTONOMOUS BODIES/CORPORATIONS UNDER THE FEDERAL GOVERNMENT

I. INTRODUCTION

Pakistan Public Administration Research Centre (PPARC) is responsible for collection, compilation, tabulation and publication of statistical data of employees in order to facilitate effective formulation of government policies, future manpower development and career planning as an effective tool of good governance. As a part of personnel or human resource management, it involves numerous activities like recruitment, training, performance appraisal, compensation and motivation etc. of the employees. The human resources organizations must periodically forecast its need in terms of both number of employees and their required skills.

2. For raising productivity and reducing absenteeism and employees turnover, government can use various statistical methods to scientifically process the data collected from various offices and organizations. There are two main sources of data namely; primary and secondary source of data collection. Data used in this bulletin are form of the secondary source of data collected from about 210 Autonomous Bodies / Corporations.

3. The employment statistics being maintained by PPARC on annual basis, can meet the day to day requirements of the various Federal Government Organizations particularly National Assembly Secretariat, Senate Secretariat, Finance and Establishment Divisions and Provincial Governments *etc.* In addition, the information collected by PPARC provides the database and support to various Commissions set up by the Government from time to time, like Pay and Pension Commission, Implementation Commission under 18th amendment of the 1973 Constitution of Islamic Republic of Pakistan and by various donor agencies.

4. In pursuance of the 18th Constitutional Amendment, the Federal Government has devolved 17 Federal Ministries in three phases alongwith autonomous bodies/

corporations under their administrative control, which was a biggest-ever restructuring exercise since 1947.

5. In order to monitor the employment position through various aspects, and status of sanctioned and actual strength, domicile/ gender-wise identification of employees of autonomous/semi-autonomous bodies/ corporations in terms of their basic pay scales in BPS 17-22 and BPS 1-16 or equivalent, have also been included in the current statistical bulletin for the year 2012-13 (as on 1-7-2012). The results of latest surveys have been tabulated on the basis of data received from bodies/corporations through Ministries / Divisions under their administrative control.

II. ANALYSIS OF DATA

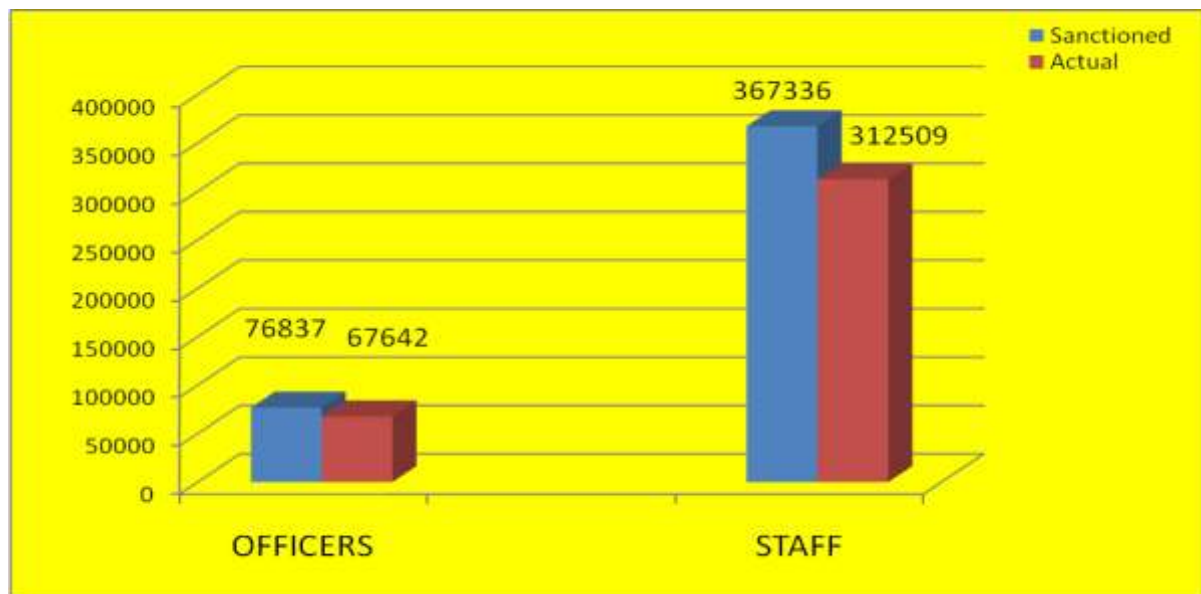
6. The analysis of data shows that over the last 10 years (2003-2013), the sanctioned and actual strength have declined by 7.19% and 8.97% respectively. The employment situation in the corporations and autonomous bodies under the administrative control of the Federal Government reveals a different picture as compared to the main Federal Government organizations. During the last ten years (2003-04 to 2012-13) a declining trend of 0.47% and 0.68% has been noticed on an average basis in each year in the sanctioned and actual strength respectively of the employees of corporations / autonomous bodies. However, during the last five years (2008-09 to 2012-13) a positive growth in actual strength has been witnessed. A numerical analysis indicates a healthy growth in the last four years showing an increases of 2.67%, 5.53%, 1.74% and 1.19% respectively in actual strength in 2009-10, 2010-11, 2011-12 and 2012-13. However, the positive contribution of big entities like PEPCO and its sister organizations including WAPDA, Sui Northern Gas Pipelines Company Ltd, National University of Science & Technology (NUST) and Pakistan Television Corporation etc. also played a key role to curb the rising unemployment trends. The Province-wise position reveals that employment opportunities have also increased by more than 52.90% in FATA, 11.74% in Islamabad, 8.68% in Gilgit Baltistan (GB), 3.42% in Punjab, 0.34% in Sindh (U) furthermore, a sizeable growth of 1.88% in employment was witnessed in Balochistan domiciled job seeks due to Establishment Division's continued efforts towards the achievement of 6% quota earmarked for Balochistan in the Federal Government under Aghaz-e-Haqooq-e-Balochistan Package. This overall favorable

employment situation resulted also due to privatization and restructuring of a number of corporations by the government as a policy matter. For example the government provided better and cheaper delivery services to the consumers through a competitive environment like in the telecom and financial sector *etc.*

(a) Sanctioned and Actual Strength

7. The sanctioned and actual strength of employees in 2012-13 in respect of 210 autonomous/semi-autonomous bodies/ corporations under the Federal Government were 444,173 and 380,151 posts as against 429,518 and 375,697 posts in the previous year, showing an increase of 3.41% in the sanctioned and 1.19% in the actual strength. A moderate growth of 11.92% and 2.67% was witnessed in sanctioned & actual strength in 2009-10, just before devolution of Ministries/Divisions. The present trend of growth was registered in sanctioned and actual strength by 3.41% and 1.19% respectively as compared in 2011-12 mainly due to launching of some new projects, regularization of services, daily wages/contract employees and administrative measures in PEPCO and its sister organizations including WAPDA and Sui Northern Gas Pipelines Company Ltd, National University of Science & Technology (NUST) and Pakistan Television Corporation *etc.* The Fig:1 shows sanctioned and actual strength of officers and staff in 210 autonomous bodies/corporations *etc.*

Fig:1



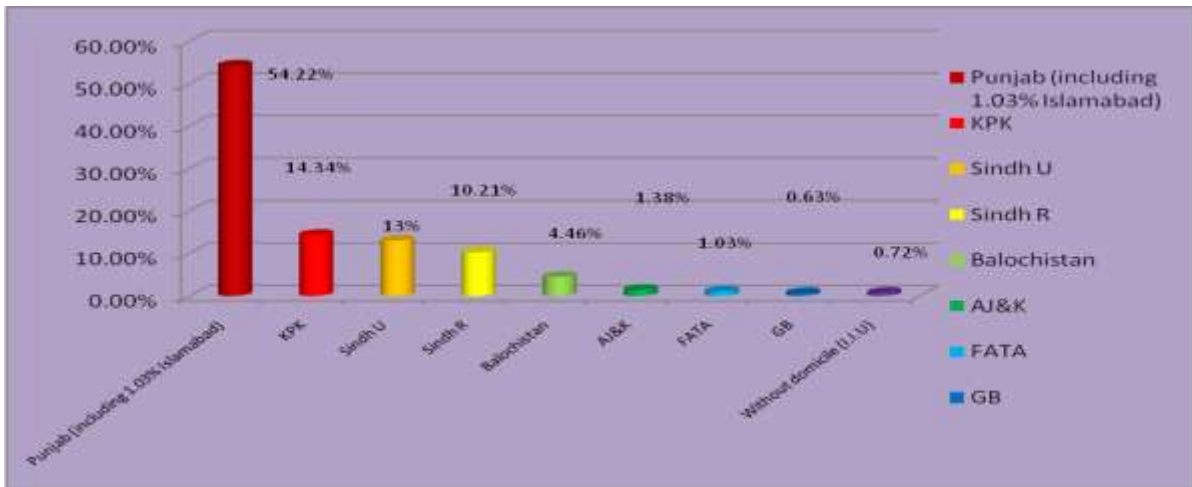
(b) Female Employees

8. The actual strength of female employees for the year 2012-13, working in 210 autonomous/semi-autonomous bodies/corporations under the Federal Government was 17,129 against 16,236 posts last year, showing a sizeable increase of 5.50% in their actual strength. This may be due to a better employment environment, implementation of 10% women quota in public sector, implementation of law entitled “The protection against Harassment of women at the work place act 2010” and general awareness about government sector employment. Out of total actual strength of 380,151 employees working in corporations/bodies, the female employees occupied 17,129 posts or 4.51% share of the total employment. Distribution of actual strength of female employees shows that 34% posts were occupied by the BPS 17-22 officers and remaining 66% went to BPS 1-16 employees.

(c) Province-Wise Analysis

9. The province/region wise statistics shows that the number of actual employees in FATA has increased to 3,931 in 2012-13 from 2,571 employees in the previous year (2011-12), showing an increase of 52.90% due to start of some new development projects in FATA which created more jobs opportunities for the people of the disturbed region. Number of overall employees in Islamabad increased by 11.74% and in GB by 8.68% because of favorable conditions in the public sector job markets. An upward trend of employment in Balochistan (1.88%) was noticed in the year 2012-13 due to effective implementation of Aghaz-e-Haqooq-e-Balochistan Package by PPARC, Establishment Division. On the other hand, share of provinces on the basis of their allocated quota in actual strength of 380,151 employees during year 2012-13 reveals that Punjab (including 1.03% in Islamabad) had 54.22% share as against employment quota of 50%, followed by Sindh 23.21%, (Sindh Rural 10.21% and Sindh Urban 13%). KPK 14.34% and Balochistan had 4.46% shares in the same period of 2012-13. The share of AJ&K (1.38%), FATA (1.03%) and GB (0.63%) were witnessed in 2012-13 as against 1.39%, 0.68% and 0.58% respectively in the corresponding period of last year. It is worth to mention that 0.72% employees working in the International Islamic University did not mention their domicile. The Fig: 2 shows the overall domicile-wise position of employees in the corporations/Bodies.

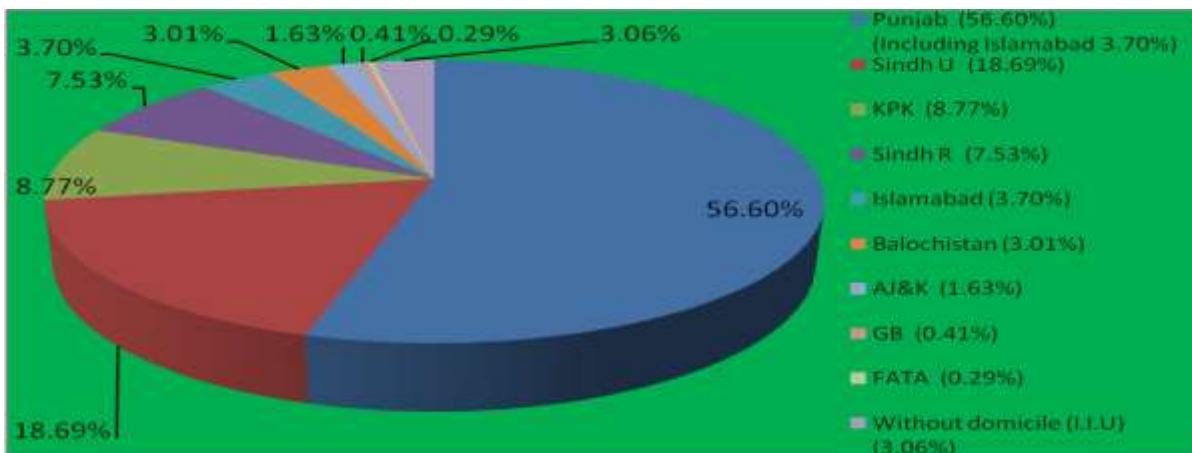
Fig:2



(d) PROVINCE-WISE FEMALE EMPLOYEES

10. Out of the total 17,129 female employees in the autonomous bodies/corporations the province/domicile-wise analysis shows that the share of Punjab Province was 56.60% (including 3.70% in Islamabad), followed by Sindh (U) 18.69%, KPK 8.77%, Sindh (R) 7.53% respectively. The other regions including Balochistan 3.01%, AJ&K 1.63%, G.B 0.41% and FATA 0.29%. However, 3.06% female employees did not mention their domicile who are working in the International Islamic University. The female employees has been increased in FATA (56.25%), Sindh (Rural 25.39%), Balochistan (12.91%), GB (9.38%) and Punjab (7.70%) respectively as compared from the last year (2011-12). The Fig:3 shows the position of domicile-wise female employees.

Fig:3

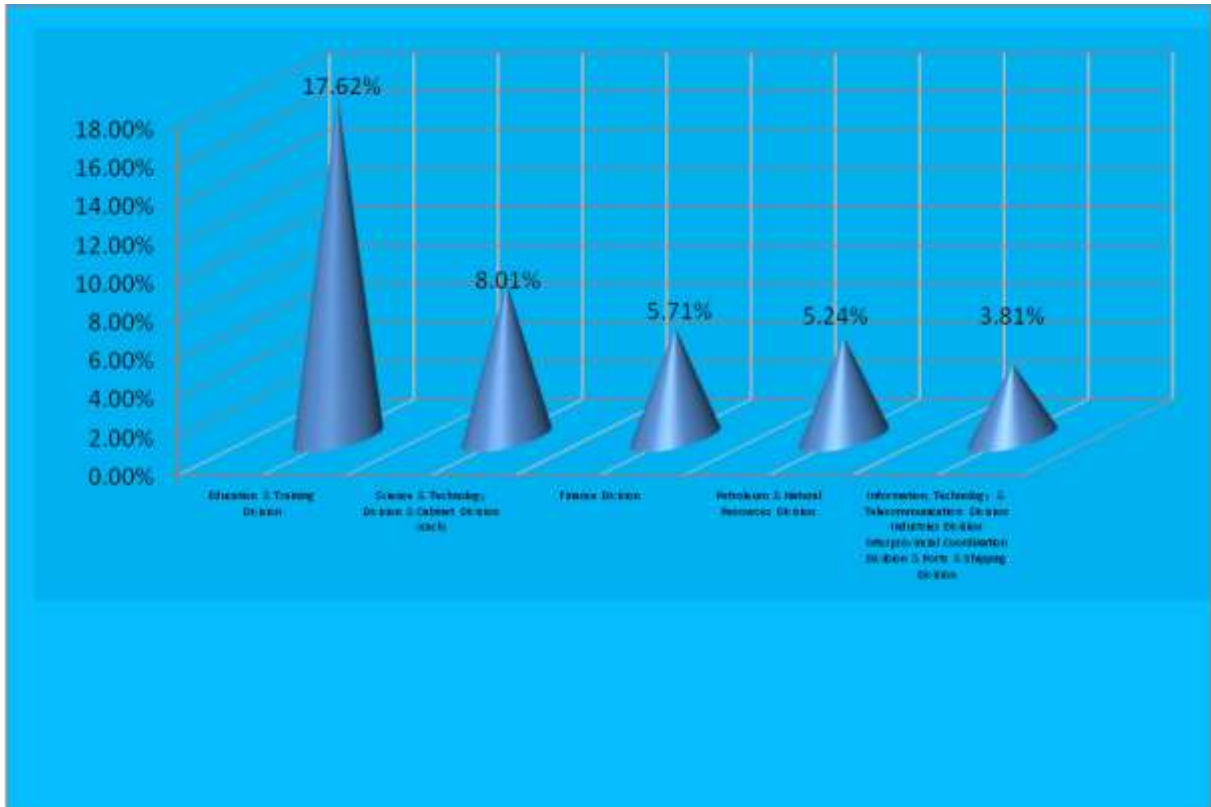


III. SIZE OF CONTROLLING DIVISIONS

(a) IN TERMS OF NUMBER OF CORPORATIONS/BODIES

11. The numerical analysis shows that there are nine Ministries/ Divisions having larger share of corporations/autonomous bodies under their administrative control. According to data received from various Ministries/Divisions, the Education & Training Division was at the top which has 17.62% of total number of corporations/bodies under its administrative control followed by Science & Technology Division and Cabinet Division (8.01%) each, Finance Division (5.71%), Petroleum & Natural Resources Division (5.24%) and Industries Division, Information Technology and Telecommunications Division, Inter-Provincial Coordination Division and Ports & Shipping Division (3.81%) each. There are 7 Ministries / Divisions and 10 Constitutional Bodies working without any corporation/body under their administrative control. The Fig:4 shows the six largest Divisions in terms of number of corporations/bodies.

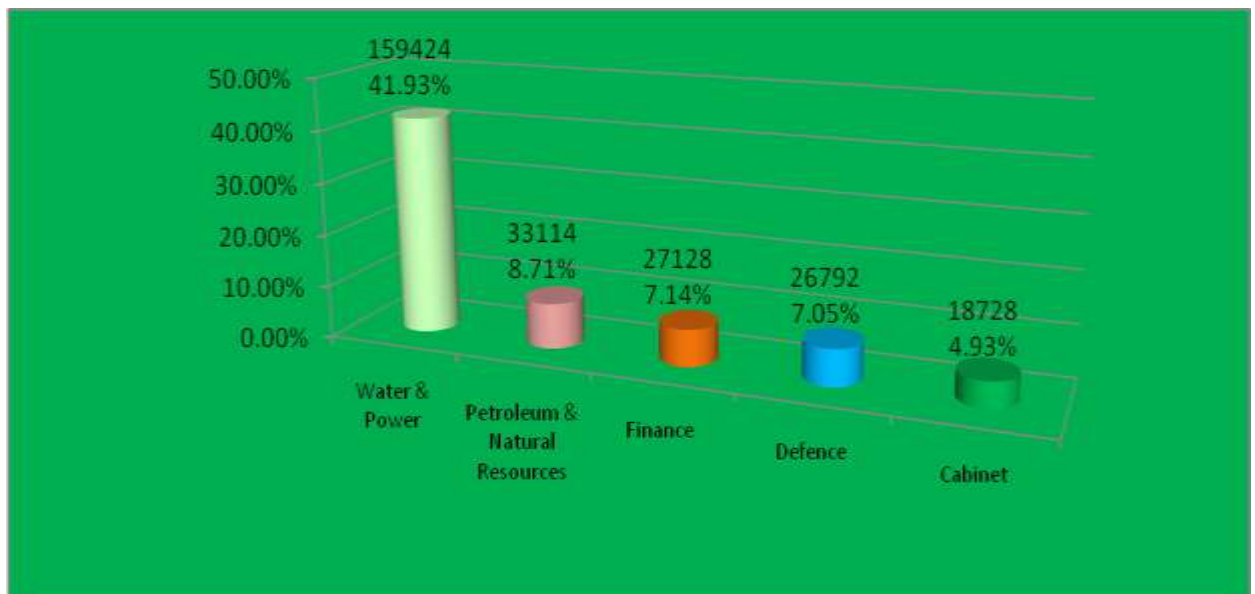
Fig:4



(b) IN TERMS OF MANPOWER

12. Ministry of Water and Power is the largest Administrative Division in terms of manpower (employees working in its corporations/bodies) as it controls public sector corporation employees (41.93%) which is due to PEPCO and its 10 sister organizations including WAPDA. Four other largest administrative Divisions are Petroleum & Natural Resources Division, Finance Division, Defence Division and Cabinet Division which comprise 8.71%, 7.14%, 7.05% and 4.93% respectively of public sector corporation employees. In other words, 69.76% of the total employees are working in the corporations/bodies under these 5 Divisions, whereas, the rest of the employees (30.24%) are working under the administrative control of remaining Divisions. The Fig:5 shows the five largest controlling divisions in terms of manpower of corporations/bodies etc.

Fig:5



IV. SIZE OF CORPORATIONS/BODIES IN TERMS OF MANPOWER

13. Pakistan Electric Power Company (Pvt.) Limited (PEPCO) with its 10 distribution companies was the largest organization in terms of manpower which worked out to be 36.62% of the total number of employees amongst all the corporations/bodies during 2012-13, followed by WAPDA with 4.52%, Pakistan International Airlines with 4.41%. However, National Bank of Pakistan, Pakistan Steel and Capital Development Authority

have also sizeable strength of employees with share of 4.30%, 4.19% and 3.43% respectively. In other words 57.49% of the total employees were working in these five Corporations/bodies, whereas rest of 42.51% employees were working in the remaining corporations/bodies. The Fig:6 shows the six largest corporations/ bodies in terms of manpower.

Fig:6

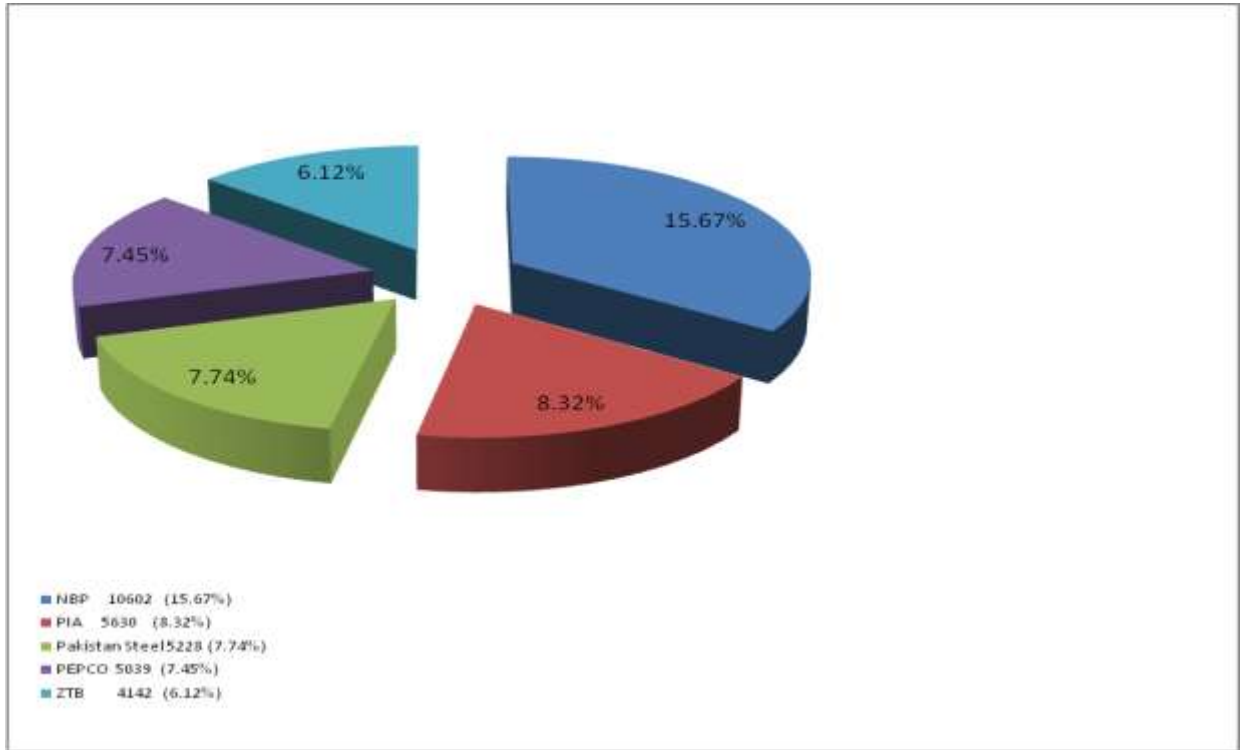


V. DISTRIBUTION OF FILLED IN POSTS BY OFFICERS AND STAFF

(a) OFFICERS BPS 17-22 OR EQUIVALENT

14. National Bank of Pakistan was the largest organization in terms of number of officers in BPS 17-22 or equivalent, which represented 15.67% of the total officers 67,642 working in various corporations/ bodies. The second largest organization is Pakistan International Airlines with (8.32%) followed by Pakistan Steel with (7.74%), Pakistan Electric Power Company (Pvt.) Limited (7.45%) and Zarai Taraqati Bank Limited (6.12%). It is mentioned that 45.30% of the total officers cadre were working in the above-mentioned 5 corporations/bodies, whereas, the rest of 54.70% employees were working in the remaining corporations/bodies, during the year 2012-13. The Fig:7 shows five largest corporations / bodies in terms of officers BPS 17-22 or equivalent.

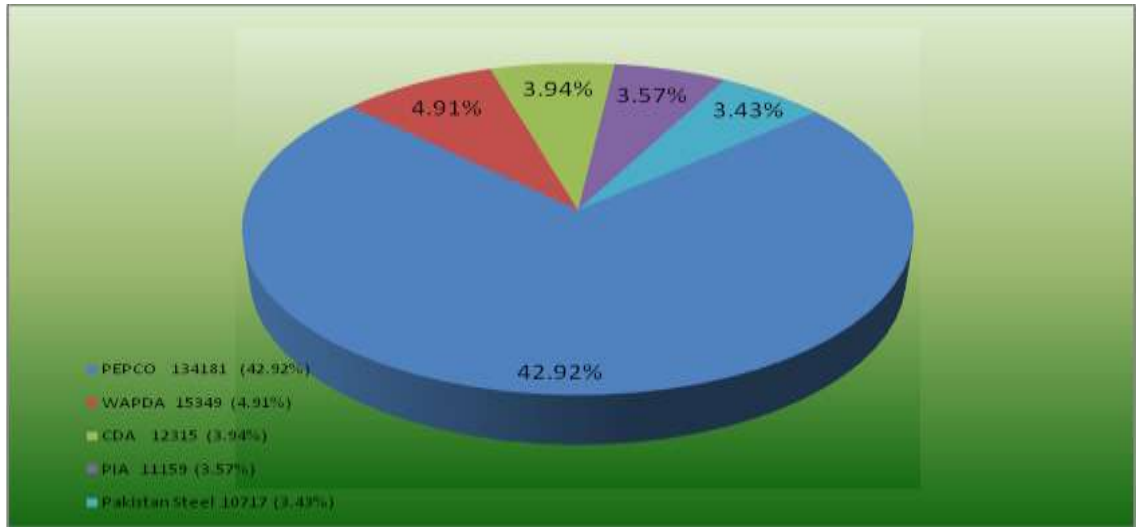
Fig:7



(b) STAFF IN BPS 1-16 OR EQUIVALENT

15. Staff strength in BPS 1-16 during the year 2012-13 was 312,509 in the different corporations/bodies. Pakistan Electric Power Company (Pvt.) Limited (PEPCO) was the largest organization in terms of manpower, having a share of 42.94% in the total number of such employees. The second largest organization was WAPDA (4.91%) followed by Capital Development Authority (3.94%) Pakistan International Airlines (3.57%) and Pakistan Steel(3.43%). It indicates that 58.79% of the total employees in BPS 1-16 or equivalent were working in the above-mentioned 5 corporations/bodies, whereas, remaining 41.21% employees were employed in the rest of corporations/bodies. The Fig:8 shows the five largest corporations / bodies in terms of staff BPS 1-16 or equivalent.

Fig:8

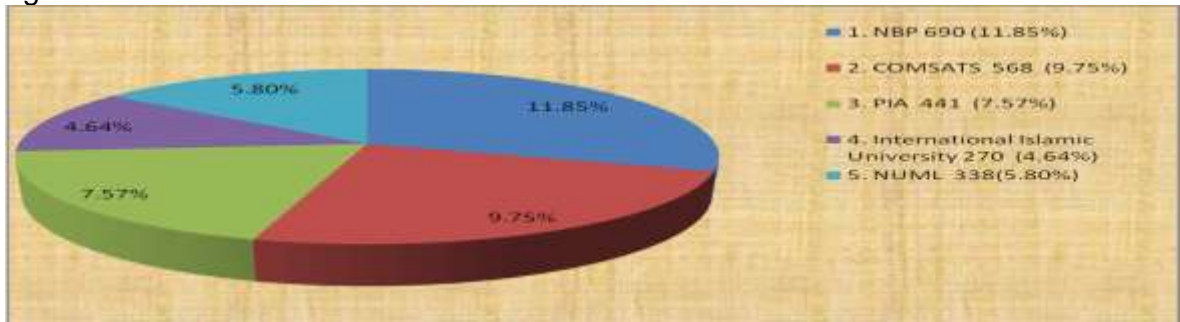


VI. DISTRIBUTION OF FILLED IN FEMALE OFFICERS AND STAFF POSTS

(a) FEMALE OFFICERS IN BPS 17-22 OR EQUIVALENT

16. Out of total 5,823 filled in female posts in BPS 17-22 or equivalent, National Bank of Pakistan was the largest employer, having a share of (11.85%) of the total female officers. The second largest organization was the COMSATS Institute of Information Technology with (9.75%), followed by Pakistan International Airlines (7.57%), National University of Modern Languages (5.80%) and International Islamic University (4.64%). It is mentioned that 39.62% of the total Female employees in the officer's category were working in the above 5 corporations/bodies, whereas, 60.38% were employed in the remaining corporations / bodies. The Fig:9 shows the five largest corporations / bodies in terms of female officers BPS 17-22 or equivalent.

Fig:9



(b) FEMALE EMPLOYEES IN BPS 1-16 OR EQUIVALENT

17. Out of the total 11,306 female employees in BPS 1-16 or equivalent, 16.82% were employed by Pakistan International Airlines being the largest organization in terms of female employees. The second largest organization was NADRA (11.32%), followed by PEPCO (10.78%), Overseas Pakistanis Foundation (6.80%) and WAPDA (6.68%). Thus, 52.41% of the total female employees were working in the above mentioned 5 corporations/bodies in BPS 1-16 or equivalent, whereas, 47.59%, female employees were working in the remaining corporations/bodies. The Fig:10 shows the five largest corporations / bodies in terms of female staff BPS 1-16 or equivalent.

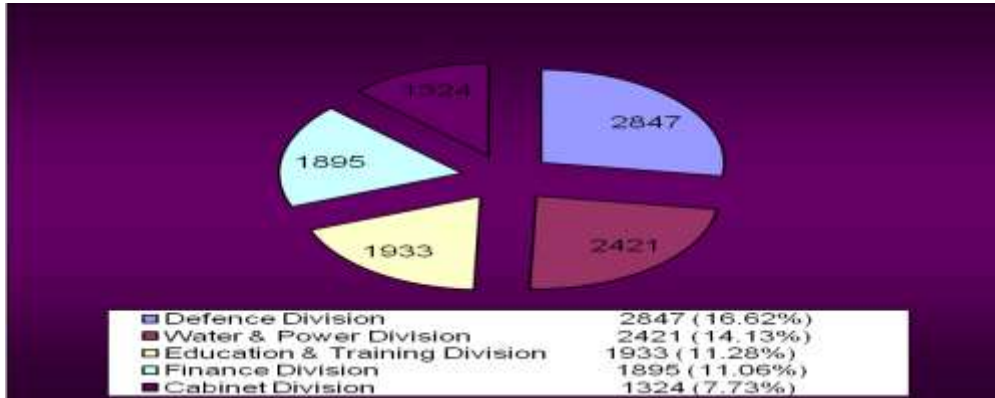
Fig:10



(c) SIZE OF CONTROLLING DIVISIONS IN TERMS OF TOTAL FEMALE EMPLOYEES

18. Defence Division was the largest administrative Division in terms of total female employees. The actual number of these employees working in Defence Division was 2,847, which was almost 16.62% of the total female employees working in various corporations / bodies due to large female employment in Pakistan International Airlines and Civil Aviation Authority. The second largest employer of 2,421 employees (14.13%) was the Water & Power Division with remarkable number of female employees. The Education & Training Division ranked third with 1,933 employees (11.28%) followed by the Finance Division with 1,895 employees (11.06%) and Cabinet Division 1,324 employees with (7.73%) which ranked fourth and fifth respectively. The Fig:11 shows the five largest controlling Divisions in terms of female employees.

Fig:11



(d) OFFICER STAFF RATIO:

19. Analysis shows a mixed trend in officer staff ratio. During first one year (2002) less than four staff members were working at an average against one officer. This ratio has been calculated by including all employees attached with offices as well as those who work for essential services. The increasing trend of staff officer was witnessed between 2003 to 2006. However, a trembling officer staff ratio was again witnessed in 2007 to 2012 in Corporations/Bodies of the Federal Government due to right sizing, down sizing and devolution in corporations/bodies particularly in banking and other institutions. The following table shows officers staff ratio during last 10 years.

POSITIONS AS ON	OFFICER	STAFF
1.7.2003	1	4.27
1.7.2004	1	4.52
1.7.2005	1	5.45
1.7.2006	1	5.76
1.7.2007	1	4.68
1.7.2008	1	4.96
1.7.2009	1	4.47
1.7.2010	1	4.54
1.7.2011	1	4.49
1.7.2012	1	4.62

STATISTICAL TABLES