

# Overseas Employment Opportunities and Employment Promotion Strategies



Submitted by  
**Muhammad Umer Latif**  
PIDE2015FMPHILPP17

Supervised by  
**Dr. Atiq-ur-Rehman**  
Assistant Professor

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*PIDE School of Public Policy*



**CERTIFICATE**

This is to certify that this thesis entitled: **“Overseas Employment Opportunities and Employment Promotion Strategies”** submitted by Mr. Muhammad Umer Latif is accepted in its present form by the School of Public Policy, Pakistan Institute of Development Economics (PIDE), Islamabad as satisfying the requirements for partial fulfillment of the degree in Master of Philosophy in Public Policy.

Supervisor:

Dr. Atiq-ur-Rehman,  
Assistant Professor,  
Pakistan Institute of Development Economics, PIDE,  
Islamabad.

External Examiner:

Dr. Miraj ul Haq  
Assistant Professor,  
International Islamic University, Islamabad.

Head,  
PIDE School of Public Policy:

Dr. Talat Anwar  
Professor,  
Pakistan Institute of Development Economics,  
Islamabad.

**IN THE NAME OF**

**ALLAH**

**The Most Beneficent**

**The Most Merciful**

“To Allah belongs whatever is in the heavens and whatever is in the earth. Whether you show what is within yourselves or conceal it, Allah will bring you to account for it. Then He will forgive whom He wills and punish whom He wills, and Allah is over all things competent.”

(Al-Baqarah, 2:284)

# **GOLDEN SAYING OF THE HOLY PROPHET**

## **(Peace and Blessings of Allah be Upon Him)**

“The Prophet Muhammad (peace be upon him) said: "If anyone travels on a road in search of knowledge, Allah will cause him to travel on one of the roads of Paradise. The angels will lower their wings in their great pleasure with one who seeks knowledge. The inhabitants of the heavens and the Earth and (even) the fish in the deep waters will ask forgiveness for the learned man. The superiority of the learned over the devout is like that of the moon, on the night when it is full, over the rest of the stars. The learned are the heirs of the Prophets, and the Prophets leave (no monetary inheritance), they leave only knowledge, and he who takes it takes an abundant portion”.

(Sunan of Abu-Dawood, Hadith 1631)

***DEDICATED***

***TO***

***MY BELOVED***

***PARENTS***

***MY SIBLINGS***

***&***

***RAFIA***

***THEY MEAN A LOT TO ME***

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## **LIST OF ACRONYMS**

GCC	Gulf Cooperation Council
CPEC	China Pakistan Economic Corridor
ILO	International Labor Organization
PBS	Pakistan Bureau of Statistics
PES	Pakistan Economic Survey
MBR	Muhammad Bin Rashid Al Makhtoom
OEP	Overseas Employment Promoters
OEC	Overseas Employment Corporation
OPF	Overseas Pakistanis Foundation
BE & OE	Bureau of Emigration and Overseas Employment
MOP & HRD	Ministry of Overseas and Human Resource Development
CWA	Community Welfare Attashe
PSDP	Public Sector Development Program
FDI	Foreign Direct Investment
SME	Small and Medium Enterprises
TEVTA	Technical Education and Vocational Training Authority
NAVTTTC	National Vocational and Technical Training Commission
COD	Country of Destination
PRI	Pakistan Remittances Initiative
MOU	Memorandum of Understanding

## ABSTRACT

The adjustment of the labor force is a central objective of every public policy. Pakistan has 60.9 million total labor force of which 3.58 million is unemployed which makes unemployment rate about 5.9%. Pakistan is ranked 9th in the world according to the labor force (Economic Survey, 2016-17). The adjustment of this uprising labor force is an issue of great concern for Pakistan economy. This study explores the ways of the adjustment of our labor force in the Middle East. The Middle East is going to become a hub of future economic activities. This study has attempted to investigate the required skills for mega projects in the Middle East. This study is descriptive in nature and it reviews and summarizes the information that is found on online resources. The Data for this study are collected through online resources, policy documents, and interviews. The respondents of the study are officials of ministries which are related to overseas, academics and parliamentarians. In-depth interviews are conducted and responses are recorded. Findings reveal that US\$ 3.9 trillion worth projects are coming in Gulf countries. They will be needed manpower for these projects. There is a list of projects which are coming and also skills which these projects are needed. So, it's the best time to make new contracts with these countries and adjust the unemployed labor force. The stakeholders during the interview verified that the new policy is also not sufficient for tackling this problem, so we have to make new policy efficiently because we have time to revise it.

Key words: *Unemployment, Labor Force, Overseas Policy, Labor Skills and Remittances.*

# CHAPTER 1

## INTRODUCTION

Unemployment is one of the most serious economic problems, giving rise to a number of socio-political issues, and therefore its solution remains a top priority for all major policies. However, the inadequate absorption of the unemployed poses a serious obstacle in achieving efficient employment levels. Pakistan has 60.9 million total labor force of which 3.58 million is unemployed which makes unemployment rate about 5.9%<sup>1</sup> and is ranked 9<sup>th</sup> in the world. In addition to this, Pakistan has about 40 million people in age group 15- 25 who will become part of labor force in coming 10 years<sup>2</sup>. The foremost task for Pakistan economic policy is to adjust this fast growing labor force. Pakistan is at 125<sup>th</sup> number out of 130 countries in the ranking of how they are performing well in the area of skill development and education. (Global Human Capital Report, 2017).

Also, job provision is a main theme of ILO Program (Pakistan Decent Work Program) in Pakistan.

The previous government has been promoting vision 2025 in which productive and decent employment is an important agenda. Accordingly it will increase the job opportunities for growing labor force. According to vision 2025 we need 1.5 million jobs in a year. But unfortunately, all these projects can cover only very small portion of total unemployed labor force.<sup>3</sup>

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<sup>1</sup>Pakistan Economic Survey (2016-17)s

<sup>2</sup> Pakistan Bureau of Statistics (2016-17)

<sup>3</sup> Vision 2025.

One option for the absorption of labor force is to avail overseas job opportunities. Especially, The Middle East Countries are going to become hub of future economic activities. A huge portion of overseas is working in Middle East Countries. According to Ministry of Overseas Pakistanis and Human Resource Development around 4.0 out of 7.6 million working in Middle East Countries, its approximately 52.6% of total overseas labor.

This study is aimed to explore the overseas employment opportunities and to find out the ways how these opportunities can be materialized. A very large number of Pakistanis already have jobs in foreign and there are lots of other opportunities. Projects worth several hundred billion dollars are going to be initiated. Therefore we need to explore what kind of jobs could be available in the favorite destinations of Pakistani Diaspora and what kinds of skills are needed for these jobs.

As stated above, Pakistan labor force is going to extend by about 40 million in coming 10 years and at the current labor force participation rate, about 25 million jobs will be needed. In these 10 years we know that our economy has no space to adjust all the unemployed labor force in short run period. If we export our skilled and unskilled unemployed labor to other countries, it could be a substantial solution for its adjustment of work force as well as a huge source of Foreign Exchange Earnings. This study aims to explore overseas job opportunities with a focus on Middle East Countries.

According to Business Monitor International (2017) Dubai will be the outperforming market in the coming years in the run up to Dubai expo 2020. It is estimated that 25 million visitors will arrive in UAE and it will generate 170000 jobs. According to Ministry of Development, Planning and Statistics (2016) of Qatar, they are going to start mega projects worth US\$220 billion. These projects include on medical hospital,

stadiums for football FIFA world cup 2022 and Doha metro (Planning Department). They need skilled and unskilled labor for these projects. The projects in Qatar are supposed to generate 50,000 jobs (Planning Department). Similarly, many other mega projects are running and going to start in UAE and some other Middle East countries. These countries import human resource for such projects and it provides opportunities to Pakistan as well.

The objective of this study is to survey the opportunities for the adjustment of rising unemployed labor force of Pakistan in Middle East and to prepare appropriate guideline for employment in these countries. In this study we will survey all the mega projects in emerging Middle East countries for their job creation capacity of the required labor force and required skills for these projects. Following are the specific objectives of the study.

### **1.1 Objectives of the Study**

The key purpose of this study to identify the employment opportunities and present their promotion strategies, to fulfill this target the researcher will consider following objectives:

- i. To explore mega projects in the Middle East countries.
- ii. To investigate job production capacity in these mega projects.
- iii. To examine the required skills for these projects.
- iv. To explore the public intervention for skill development.

## **1.2 Significance of Study**

Job provision of unemployed labor force is one of the key objectives of every economic policy. Government of Pakistan has already initiated many schemes for the settlement of unemployed labor force but unfortunately, these projects can cover very small portion of upcoming labor force. This study will provide a policy for the adjustment of unemployed labor force at larger scale. This policy will be beneficial for the increment of foreign remittances and economic stability.

## **1.3 Organization of Study**

The rest of the study is organized as follows: In the next chapter we look in detail the literature on the employment conditions and situation in various countries with specific focus on Pakistan's economy, situation of Pakistan job market, CPEC job opportunities, Job opportunities in GULF countries, Situation of overseas Pakistanis and Vision 2025. In chapter three of the study we look at the methodology employed for analysis including how interviews were conducted and sample selection etc. In chapter four we take a detailed look in to the current employment structure for foreign labor in Middle East countries. In chapter five analyze the overseas employment policies of various countries in our sample. In chapter six we discussion the stakeholder's point of view on the overseas employment. In the last chapter we conclude with policy recommendations for overseas employment with respect to Pakistan.

## **CHAPTER 2**

### **REVIEW OF LITERATURE**

The literature summarized in this chapter categorized into six sections Unemployment, review of Pakistan job market, CPEC job opportunity, job opportunity for gulf, Government policies regarding to jobs and situation of overseas labor. First section summarizes the literature migration, Causes of unemployment, demand of skilled and unskilled labor, Job opportunities and foreign remittances. Second section provides an overview of Pakistan job market. In this section condition of job market is described. Third section is about the expected job opportunities in CPEC projects. Fourth section presents the information of job opportunities in GULF countries and mega projects. Fifth section is about the situation of overseas labor in abroad. This section illustrates about the situation which they are facing abroad. Last section is about vision 2025.

#### **2.1 Unemployment**

This section includes the studies based on the relationship between unemployment and immigration, determinants of unemployment, demand of skill and unskilled labor and foreign remittances. Withers and Pope (1993) investigated the relationship between unemployment and immigration in Australia by using data for the period of 1861 to 1991. This study concluded that unemployment could produce immigration, but immigration has negligible effects on unemployment in long run. They also found structural breaks in the relationship, slowing from deviations in government policies. In another study (Harris and Todaro, 1970; 1969) were investigated the migrations flow in a context of unemployment. This study shows that migration has a negative relationship with the general level of employment. Study found that workers may be motivated to migrate to other regions due to higher wages, rather unemployment rate is



higher. Gross (2002) found that the effect the movement of immigrants labor onto the labor market through simultaneous or synchronized equation, and found that the negative impact in-between immigration and unemployment rate in long term.

Adams (2003) addressed the policy issue of brain drain from labor exporting countries. This study showed that most of the legal and international migration of labor towards USA and OECD countries was secondary educated persons and only less than 10 percent well educated persons were migrated from migrant countries. International migration did not tend best educated person from migrant countries. Arnold and shah (1984) analyzed the Asian migrant labor policies. This study showed that most of the labor was export from Asian countries like Pakistan, India, Sri Lanka and Bangladesh. This study explained that these countries export the labor to Middle East only for remittances purpose. Most of the migrants from these countries are married and young and they hired for construction and production purpose. Remittances are critical towards economy, which received nearly 2 billion dollars from international workers in 1981. Pakistan launched many programs to facilitate the migrants in Middle East. Gilani et al, (1981) investigated the labor migration situation in Pakistan. This study shows that unemployment is slightly higher in Pakistan so to overcome this problem Pakistan trained its unemployed labor and sent to Middle East. This study found that Pakistan trained plumbers, masons, and other service labor in vocational collages and also trained uneducated informal worker and send them to Middle East. This propose of government was capture the remittances flows in country.

.Feridun (2005) explored that association between immigration, unemployment and social economic development at the case of Norway by using GCT (Granger Causality Test). He concluded that positive impact between immigration and GDP per capita. If the level of immigration rises than GDP per capita rises. Yabucchi (2008) investigated

the impact of immigration and other policies on unemployment. He studies the immigration of skilled and unskilled labor moving towards developing countries.

Kock and Sun (2011) examined the growing trend of remittances in Pakistan. While the economic conditions of Gulf countries are slowing down. They concluded that due to migration of highly skilled and highly qualified workers from Pakistan to these host countries, there is an increase in the remittances.

Kamal. (2005) investigates that Pakistan is going worst in the provision of skill to labor. He tells that many countries progress are depending upon their human capital. In Pakistan human skill is totally neglected, it is necessary to enhance the skills of our labor to compete the world. He concluded that government should take serious action to tackle this problem.

Hu (2012) analyzed the challenges and problems of Pakistani unemployed youth. This study used the labor survey data. This study analyzed the determinants of unemployment and also analyzed the rate of return on education, working in the formal sector and causes of working hours. The result reveals that most of the policies are not specifically related to youth employment. Policies should be made to reform the adult unemployment problems and also enhance the labor market for youth. There are some challenges for youth-specific e.g. there is inadequate return for youth according to their education and due to this higher unemployment is created for them. Arslan and Zaman (2014) investigated the causes of unemployment. The CPI based inflation rate, foreign direct investment, population growth rate and gross domestic product were taken as expounding variables. Results show that population growth rate has positive relation with unemployment and other variables have negative relation. Mina and Naz (2015) examined the causes of unemployment for Pakistan by using the data from 1990 to

2013. They took the GDP, inflation, and literacy rate and population growth to check the relationship with unemployment. Analysis showed that the association among population growth rate and literacy rate are positive and significant with unemployment rate. Results also show that association among inflation and unemployment was negative but has significant influence. Akram et al. (2013) described the reasons of unemployment and their impact on Pakistan's economy. They described many reasons but they concluded with corruption. To reduce unemployment we had to first tackle with corruption. They forced on the point that government should focus on their youth and revise their policies.

Khan and Yousaf, (2013) investigated the causes of unemployment for first time job searchers. In this study primary data of self-employed and employed persons for the age group of 20-30 years are used. In study duration of unemployment after his completion of degree is used as a dependent variable. Training, salary, marital status, professional and general education levels and gender preference for public / private sector job, are taken as independent variables. Results show that individual which have professional degree holder suffer greater unemployment duration as compared to higher education degree holder and general education which suffer less unemployment duration than their equal of low degree holders. There different factor like marital status, high salaries, and head of household, training and size of household minimize the period of unemployment but the specified preference for government job rises the duration of unemployment. Mehmood et al. (2011) identified the main reasons of unemployment between the educated sectors in Peshawar Division of Pakistan whether they are employed or unemployed. This study is try to find out the some significant factors causing unemployment between the educated sections. Logistic regression was used for this purpose. Multiple sampling is used for sampling.

Mahmood et al. (2014) investigates the relationship between unemployment and factors having direct or indirect effect on unemployment. The main purpose was to check that their impact is significant or not. Firstly they checked the normality, homoscedasticity and autocorrelation. They took yearly data from 1990-2010. In this study unemployment is taken as dependent variable and literacy rate, FDI, labor force, GDP, budget deficit, inflation and population growth are taken as independent variable. Results of study show that inflation and FDI have a negative impact on unemployment while labor force has a positive impact on unemployment. Choudhry and Hussain (2014) explored the causes of unemployment rate at macro level for the period of 2000-2011 in Bangladesh economy. In this study Single Equation Linear Regression Model is used for fining out results. The variables used in the study were Inflation rate (CPI based), Unemployment rate, and Exchange rate and GDP growth rate. The results of the study showed significant impact of all the variables. The important result contains that Inflation rate raise unemployment positively and Exchange rate and GDP growth rate has adverse influence on unemployment.

Eita and Ashipela (2010) investigated the condition of unemployment in Namibia for the period of 1971-2007. The model for unemployment is estimated through Engle-Granger econometric technique. Analysis shows that there is negative link between unemployment and inflation and increase in investment significantly decrease the unemployment. The conclusion provides evidence that the Phillips curve holds for Namibia and unemployment can be reduced by increasing aggregate demand. Rizvi and Nishat (2009) investigated the impact of FDI on employment. They took three countries Pakistan, China and India. They conduct a balanced panel study of three countries i.e. India, Pakistan, and China for the period of 24 years from 1985–2008. Three variables (employment, gross domestic product and foreign direct investment) were used for

empirical study. Analysis showed that FDI has positive relation with increase in employment and country's economy.

## **2.2 Review of Pakistani Job Market**

In this section of literature researcher analyzed the job market in Pakistan. These papers reveal the reality of job market in Pakistan.

Subohi (2017) explored that Pakistan lacks the capacity to absorb two million youth entering every year in job market. She highlighted nepotism and political involvement as the reason for current situation. Job market of Pakistan is declining since many decades. Job opportunities in Pakistani markets are very low. It is alarming situation for the country. Youth of Pakistan who is active and young is not able to get job. According to Subohi (2017) IT department is providing jobs but covering a little amount of unemployed people.

Ghayur (1996) analyzed the labor market situation in Pakistan. The study has used descriptive analysis and review the labor market in 90s. Study argues that in future Pakistan will not be able to adjust productive labor in local market. He argued that labor laws in Pakistan did not support the welfare of labor. Employment policies, too, were short term oriented in Pakistan on contrary of this Kamal and Mehmood (1998) investigated the urban informal sector of labor in Pakistan. According to this study in Pakistan informal sector had a potential to generate the employment opportunities for youth. Study analyzed some characteristics of self employed in Pakistan like age, household sizes, education level, experience and family background enhance the informal sector in Pakistan.

Global Human Capital Report (2017) investigates that Pakistan is not a good country in the world for education and skill development. Pakistan is at number 125<sup>th</sup> out of 130

countries. This is alarming situation for Pakistan. Pakistan needs to develop mechanism for the development of its human capital. Gillani et al. (2009) investigates unemployment relation with crime. The causality results indicate that crime is produced by poverty and unemployment in Pakistan. When a person is unemployed, he will do a crime to fulfill his basic needs.

Ahmad and Azim (2010) examined the young labor force participation in Pakistan and used micro data set. Result of study showed that youth in Pakistan started their career early, and have no skilled for labor market have costly for earnings and productivity future in life. An important finding is about the youth of Baluchistan who is eager to do work but they have no opportunities. Logistic regression analysis results propose that age, sex, migration, education level, training, marital status location and characteristic of household create a significant influence on employment opportunities in Pakistan. So to make better policies we have to avoid these problems. Rahman (2012) studied the conditions of Pakistan after independence. He also described the unemployment conditions in Khyber Pakhtunkhwa and created awareness about unemployment. Secondary data and face to face interviews were used to make review about the problem. He concluded that most of the highly educated and skilled population are either entrepreneurial or jobless due to unavailability of correct job chances. The government figures don't disclose the precise rate of unemployment due to this reason, jobless or unemployed people chose irrelevant job for earn their bread and butter, which is totally unattractive and non-commensurate according to their competence. Absence of merit and non-observance of standards had created strong negativity.

### **2.3 CPEC Job Opportunities**

In this section researcher found the job opportunities in CPEC. Because this is only a mega project which is ongoing in Pakistan. Along with CPEC many projects have been launched in Pakistan. Government is portraying CPEC as a game changer. No doubt it will provide jobs to many unemployed people. Phyrum et al. (2007) investigated that the CPEC bring business and job opportunities in the nearby areas. In another study Abid and Ashfaq (2015) investigates the CPEC will also create highly job opportunities for various sectors especially in energy sector. It will provide benefits to under-developed areas because a big portion of the investment in energy sector is being invested in the isolated area of the country e.g. that, where unemployment rate are high.

Ahmad (2015) investigates that CPEC creates many job opportunity in various sectors beside energy sector. Routes of the CPEC will create high level of employment. Due to trade caravans from China to Gwadar port will expand the transport sector. Study shows that due to trade caravans employment will automatically generates along the routes. Safdar (2015) argued that after the completion of CPEC, people get new way of livelihood. According to estimations, two million direct and indirect jobs will created through CPEC in various sectors. PPI (2017) whole country will get advantage from this opportunity; CPEC has covered all parts of Pakistan. CPEC will provide 7 lac jobs to people of Pakistan in the period of 2015 to 2030. APP (2017) Pakistan is given equal opportunities in all CPEC projects, said by the trade city director Wang Dang. It is true that due to CPEC a large amount of investment will come to Pakistan, and the physical infrastructure will give new chances to the people. But we need to develop our system to fully leverage CPEC.

## **2.4 Job Opportunities in Gulf**

This section indicates the job opportunities in Gulf countries. Detail discussion has been provided about mega projects in chapter 4. Johar (2016) explained that due to huge economic actions, large number of qualified and experienced HSE (Health, Safety & Environment) professionals will be required at Gulf countries so, this profession as a whole will excel. This is the why American Society of Safety Engineers (ASSE) encouraged Pakistani professionals to make themselves as efficient as the world level required. Moreover, Qatar is investing \$220 billion in its mega projects e.g. HMC medical hospital, eight stadiums for FIFA world cup 2022 and Doha Metro. Highways and reset the drainage system (Qatar Ministry of Planning).

Fahy (2016) stated that today UAE has many mega projects underway. According to the report of business monitor international, Dubai will be the outperforming market in the coming years as Dubai Expo is going to be held in 2020. It is estimated that there will be 25 million visitors who will arrive to visit this Expo. Dubai Based Group revealed that there will be ten new city centers, 28 cinemas, six hotels and 40 super markets will be built in next ten years. This will generate 17000 jobs. This can be very useful for Pakistan if our government is sincere to improve the unemployment rate.

## **2.5 Government Policies regarding Overseas Jobs**

This section includes the policies of government for overseas jobs. Government is taking many steps for its unemployed youth. Our PM (Nawaz Sharif) visited Qatar on February 2016 and signed MOU (Memorandum of Understanding) as a result of that Qatar announced one lac jobs for Pakistani workers. Currently Qatar has announced free visa entry for Pakistan. It is the need of hour for the government to initiate some operative skill development program.



Pakistani government launched many schemes and programs for adjustment of unemployed labor but these projects have little capacity to absorb unemployed force. Pakistani government already began many schemes for the settlement of unemployed labor force but unfortunately these projects cover a very small portion of unemployed labor force. NAVTTC (National Vocational and Technical Training Commission) initiated by PM youth skill development program (phase 2) will train twenty five thousand young unemployed labor within six months for 195 market oriented courses. The NAVTTC also planned to formalize the informal apprenticeship by reforming Apprenticeship Ordinance – 1962 and NAVTTC will establish 150 more vocational guidance and job placement centers. The NTB (National Training Bureau) will also give training to three thousand trainees in 30 marketable trades at NTB and also carried out 300 instructors and professional staff and 34,000 trainees and skilled workers through the public private partnerships. Furthermore, endorsement of 10,000 skilled worker and trainees will be carried out by informal and formal streams (Labor Force Survey 2016- 17).

## **2.6 Situation of Overseas Labor**

This section discusses the problems which are facing by the overseas. Ahmed (2018) reveals that Saudi Arabia dropped the Pakistani workers in 2016 as they know that Saudi Arabia is the favorite destination of Pakistani Diaspora. In 2017, Bangladesh appears to replace the Pakistani labor. This increasing trend in the labor of Bangladesh will reduce the recruitment of Pakistani labor. So government should make some effective policies to tackle this problem because it is also a main source of remittances. Tanoli (2017) reveals that 2.43 million people are working in Europe. Pakistanis are in huge number in foreign countries. Only 19 Community Welfare Attaches are posted in different countries for the welfare of Pakistani labors. But it is less in number so we

have to increase them. Unemployment rate of our competitors are less than our unemployment rate. India has 3.2, Philippine has 5.5 and Pakistan has 5.9. If we want to compete our competitors we have to promote our youth in foreign countries. Government should improve diplomatic relations with foreign countries. So we can adjust our labor easily.

## **2.7 VISION 2025**

In vision 2025 previous government promoted the productive and decent employment in their vision. It will increase the job for growing population. According to vision 2025 we need 1.5 million jobs in a year. But all the domestic projects can cover only very small portion of uprising labor. So it's the need of time to improve our skill development according to the demand of foreign countries.

## **2.8 Gap in Literature**

Though there is large number of theoretical and empirical study about employment, we did not find any study focusing about the job opportunities for Pakistanis in the Middle East or in any other destination. In the past millions of Pakistanis have been working in middle east and in near future, millions of other job opportunities are on the queue. Therefore it becomes important to survey these opportunities and to prepare appropriate guideline for utilizing these opportunities. This study is aimed to fill this gap.

## **CHAPTER 3**

### **METHODOLOGY**

This study is descriptive in nature and reviewed and summarized the information that is found in online resources. The study does not involve technical quantitative aspects except for simple descriptive analysis. The researcher collected information about the mega projects in the gulf countries and collected the information regarding the type of skills needed for these projects. This study also summarized the overseas employment policies adopted by different countries of the world and compared them with the policies adopted by Pakistan.

The research also included discussion with relevant organizations including Overseas Pakistanis Foundation, Ministry of Overseas Pakistan and Human Resource Development, Ministry of planning and development, Overseas Employment Corporation, Bureau Of Migration and Overseas Employment, TEVTA and NAVTTC.

A questionnaire is designed after collecting primary information and revolved around the data thus collected. No advance sampling scheme for the interviews was designed. The discussion held with the senior officials of institutions mentioned according to availability and suitability of the concerned officers. The data used in this study has three types of sources which are described below:

#### **3.1 Online Sources**

In this the researcher studied documents which are available in online sources and also visited ministries for these documents. These documents are necessary for the fulfillment of my first three objectives. It was very informative for researcher to visit these places for important documents. The researcher has explored the websites of Planning and Development Ministry of the targeted countries, Ministry Of Industries,

Ministry Of Overseas and Human Resource Development to collect the information about mega projects. Google and Google scholar sources are also utilized.

### **3.2 Policy Documents**

Policy documents collected from Ministry of Planning and Development, Ministry of Manpower, Ministry of Overseas and Human Resource Development, Overseas Pakistanis Foundation, Bureau of Immigration and Overseas Employment Corporation. The researcher has personally visited and collected some important documents which are related to overseas employment policies of government of Pakistan.

### **3.3 Interviews**

The third and main method that is used for the collection of data is interviews. These are the face to face interviews which took from selected participants. As the nature of study is technical so it was needed to interview the experts to know about their participation towards this problem. So it was also very helpful for the researcher for the learning perspective. Officials of grade 20 from all departments which were related to this research were taken as respondents.

### **3.4 Analysis**

The analysis is based on qualitative research of the data obtained. In this analysis, different dimensions of existing strategies and their flaws and how to overcome them efficiently to some extent are described.

## **CHAPTER 4**

### **MEGA PROJECTS**

This chapter includes the detail of mega projects in the Middle East Countries. It also summarizes the skills needed for jobs in various projects and the capacity of job provision in the projects. The research will start with the projects in UAE followed by

#### **4.1 Projects in UAE**

The mega projects in UAE states are following:

##### **4.1.1 Projects in Dubai**

These are following main projects going on in Dubai:

###### ***4.1.1.1 Dubai Land***

Tatweer group is the owner of the Dubai land under Dubai holdings. It is projected to be a massive world renowned entertainment complex that will be home to many attractions that will draw visitors and residents to the area. It has been announced that the project will be completed before 2020. A large sum of money was injected into the Dubai land project in order to continue its development. It aims to be the central hub for leisure, sports, residential and entertainment destinations. With off plan projects in Dubai land continuously being developed, it in no time will soon reach its goals of being the center of all it aims to be. Its estimated cost is US \$ 64.3 billion. They need many skilled and unskilled workers for this project. The first phase of the massive development is already operational with attractions such as Global Village that brings in both residents and holidaymaker visitors during the opening season. The Autodrome in Motor City is also operational, as well as the Dubai Outlet Mall. More attractions in the phase one of the area are ELS Club and Cricket Stadium at Dubai Sports City and

projects in Al Barrari, Dubai Lifestyle City and Dubai Country Club. They will need skills like Receptionists, Quantity surveyor, Engineers, Real estate agents, Utility engineers, Marketing director, Property consultant, Landscape studio leader, Designers and Marketing specialists.

#### **4.1.1.2 Expo 2020**

Dubai expo is a project of human skill. The engines of growth are no longer steam powered. Instead, collaboration and partnership have taken its place, becoming the driving force behind new developments. Expo 2020 will explore what is possible when new people and ideas will connect. It is a global destination for millions to share ideas, encourage collaborations and connects people. It will create many job opportunities for young and talented people. Recently 40000 jobs are announced by management. More jobs will come; they need skilled and talented employees. It will be a good opportunity for youth who are unemployed. The budget of expo is US \$ 15.41 billion.

#### **4.1.1.3 Al Makhtoom International Airport Expansion**

Dubai's ruler has endorsed a US \$ 32.67 billion expansion plan for the city's second airport that aims to make it the world's biggest, the approval sets in motion a vast building project that will boost capacity exponentially at the airport known as Al Makhtoom International at Dubai World Central. Its operating company is Dubai Airport Company. Passenger terminal expansion is contract by Al Jeber LEGT Engineering & Contracting.

The skills they are demanding include Aeronautical Engineers, Pilots, Senior Analyst Capacity Building (aircraft) and other skilled labor.

#### ***4.1.1.4 MBR City District one***

This project of Muhammad bin Rasheed Al Makhtoom city covers a 7 km stretch of crystal lagoons the world's largest beach and boardwalk its cost is \$10 billion. It will complete on 2019. It is the joint project among Meydan group and Sobha Group. In this project they are making many amenities. Like Waterscapes, Cinemas, Theaters, Sports Facilities and Beaches. The required labor force includes Artists, Movie Makers, Directors, Sports Coaches and Hotel Management.

#### ***4.1.1.5 Blue Water Island***

It is situated near Jumeirah beach residence. It will be the biggest planet for the visitors. Its cost is US\$ 16.33 billion. Sheikh Muhammad says these projects will give the thousands of jobs in various fields. It will increase the job market for young people.

#### ***4.1.1.6 Other Projects***

In this subsection we show those projects which are less than US\$3 billion

##### **4.1.1.6.1 Mall of the World**

Dubai is planning to making an indoor city and shopping complex four time the size of Dubai mall are well exposed. The expected cost is \$ 6.8 billion and it will complete in three years. Once it is completed it will cover 180 million visitors annually.

##### **4.1.1.6.2 Aladdin City**

Dubai municipality has revealed that project of Aladdin city is going to be start in the middle of Dubai creek. Its budget is US\$ 500 million.

##### **4.1.1.6.3 Al Mamzar Beach Front**

Emaar developers and Dubai municipalities are planning to make al Mamzar Beach Front and it will expect to complete on 2019. Its cost is \$ 2.72 billion. There is many

job opportunities in AL Mamzar Project. They need Media Advertisers, Marketing Professionals, Engineers and Project Managers.

#### **4.1.1.6.4 Marsa Al Arab**

It is the mega project of Dubai. It covers the 4 million area. It will consist on 2 islands on both sides of Burj Al Arab. One Island is for family entertainment and other one is for luxury resort. Its completion date is 2020. Its budget is US\$ 2 billion.

#### **4.1.1.6.5 New Schools**

Dubai plans to make 120 new schools in 10 years, Due to increasing in enrollment they are deciding to build new schools. This is good opportunity for job seekers.

#### **4.1.1.6.6 Dubai Largest Solar Power Plants**

The world's largest concentrated solar project costing US \$ 3.87 billion will be implementing in Dubai. Prime minister of Dubai Sheikh Muhammad Bin Rashid Al Makhtoom has launched these projects. 500 million is allocating for research and development. The project comes as part of implementing the fourth phase of the Mohammad Bin Rashid Al Maktoum Solar Park and to support the end objectives of Dubai Clean Energy Strategy 2050. The company, which is looking after this project, is Spanish company. In this project, there are many job opportunities for researchers, engineers and other labor.

### **4.1.2 Projects in Abu Dhabi**

This subsection presents mega projects in Abu Dhabi which are following:

#### ***4.1.2.1 Barakah Nuclear Power Plant***

It is the first Nuclear Power Plant, which will supply 25 percent of the UAE electricity needs. It will complete on May 2020. Its budget is US \$ 22.9 billion. It also includes



four reactors producing a combined 5600 megawatts. The skills they are demanding like Reactor Operators, Operation Specialist, Maintenance Field Engineer, Managers Fleet and trainees.

#### **4.1.2.2 *Medfield terminal***

It will have 65 new gates and will double the Airport capacity to 45 million passenger per year. It is also include Hotel, Shops and Restaurants. Its cost is US\$ 5.2 billion.

#### **4.1.2.3 *The Centerpiece of Aljada***

Arada has announced that one of the world's most famous architect Zaha Hadid will make design of this project. CEO said that Zaha Hadid designed all work according to our thoughts. It will be more luxurious and environment friendly project for tourist. Its cost is \$ 6.8 billion. Its first phase will complete on the end of 2019 and remaining will be complete on 2025. The Louvre Abu Dhabi consists of children museum and 260 seats auditorium. Its budget will be US \$ 4.2 billion. It will complete soon.

#### **4.1.2.4 *Other Projects***

This subsection shows the mega projects which are based on less than US\$3 billion cost.

##### **4.1.2.4.1 Sewage Tunnel**

Officials of Abu Dhabi plans to make the new world's longest tunnel. Its budget is US\$ 2 billion. It will complete in a year.

##### **4.1.2.4.2 Jebel Hafeet Housing Development**

This project includes Homes for 3000 people, Schools, A Clinic and Other Facilities. Its budget is US\$ 2 billion.

### **4.1.3 Projects in Saudi Arabia**

This subsection shows the mega projects of Saudi Arabia which are given below:

#### ***4.1.3.1 Jazan Economic City***

Jazan Economic City is a big project and it focus on the providing of Heavy Industry and Agri Business in the south west of the kingdom covering 100 million square meters. The worth of this project is US\$ 27 billion. It will generate 500000 jobs. Two third of a city will be industrial park. It will also provide Seaport. They are demanding Project Engineers, Project Control Specialists, Security Officers, Civil Inspectors, Cost Engineers, Civil Engineers, Senior Planners, Resident Engineers, Consultant Nephrologists, Planning Engineers, Specialist Nephrologists, Mechanical Drafts Men, Lead Pipe Engineers and Researchers.

#### ***4.1.3.2 Riyadh Metro***

Riyadh city is a congested city of Saudi Arabia. Now the management of city is planning to make metro bus system in the city. The planning is for four years. It's worth is US\$ 22.5 billion. There are many job opportunities in this project. They need unskilled, skilled and highly qualified people for this project. They are demanding Executive Assistant, Claim Specialists, Learning Operations Specialists, Mechanical Commissioning Supervisor, Project Managers, Control System Commissioning Engineers, Project Manager, HS&E Manager, Tagging Authority, Turnover Manager, Project Control Manager, Superintendent, Portfolio Planning Managers, Architects, Automation Engineers, Construction Manager, Contract Manager, Contract Administrator, Cost Control Engineers, Design Engineers, Document Controllers, Draftsmen, Engineering Manager, Estimation Engineer, Geometrics Engineer, Graphic Developers, HR Administrators, HSE Coordinator & Engineers, HSE Instructor,

Manager and Supervisor, Legal Advisors, Planning Manager, Project Manager, QC Manager& Inspector, Accounts.

#### ***4.1.3.3 Jubail 2***

It is a set of 100 Industrial Projects, Railway Lines and miles of Roads Projects. Its cost is US\$80 billion. It will help for job expansion and development of city. The skills they are needed are Civil Engineers, IT Experts, Teaching and Academia Experts, Electrical Engineers, Research and Development, Hospitality and Management Experts.

#### ***4.1.3.4 King Abdullah Economic City***

It is located in the red sea north of Jeddah across 168 million. Its value of this project is US\$27 billion. Developer is EMAAR. It will create one million jobs and two million people will live there. They need a people in these Field Accountants, Administration, Business Development, Finance, Marketing, Sales, Researchers, Academia, Resident Engineers, Project Control Specialists, Professor Of Management, Postdoctoral Researcher In Bioinformatics and Computational Biology, Scholarship Coordinators, Administrative Assistant, Professor Of Management, Language Interpreter, Female Teachers, IT Infrastructure Administrator, Fire Fighter, Legal Manager and Compliance, Professor In Economics, Saucers, Food Service Inspector, Director Of Executive Education, Sales men, Foremen, Lead Inspector, Program Coordinator and other Skilled Labor.

#### ***4.1.3.5 NEOM Projects***

Saudi Prince Muhammad Bin Salman inaugurated the projects, which is called NEOM projects. He said in a conference that we need modernization in our country. Now he will plan to make new projects according to worlds demand. They are spending US\$500 billion. They want to reshape the state's economy. They are introducing new automated

technology, passenger drones and energy regeneration. The Saudi Arabia Public Investment Funds spokesperson said in a statement that all services and processes in NEOM will be 100% fully automated, with the goal of becoming the most efficient destination in the world. It will create many jobs for expatriates and Saudi nationals.

#### ***4.1.3.6 ARAMCO Projects***

The king Salman Bin Abdul Aziz inaugurated new Aramco projects. It is in the vision 2030 of Saudi government. This project is for oil refinery expansion. The cost of this project is US\$ 300 billion. This will uplift the oil and gas production. Its time period is next ten years. The need a people in these fields Aviation, Corporate Planning, Drilling, Education, Engineering Economics, Upstream Researchers, Finance, Geo Resource, Information Technology, Law, Management, Marketing, Electrical Engineers, Public Relation Officers, Researchers, Trainers and Development and Other Unconventional.

#### ***4.1.3.7 Construction Projects***

Saudi government is planning to make five new construction projects. They belong to housing facilities, waivers on businesses and increased public sector investment. The commerce minister said that these projects would create direct and indirect jobs in the market. The cost of these projects is \$19 billion.

#### ***4.1.3.8 Other projects***

##### **4.1.3.8.1 Saudi Landbridge**

The \$ 7 billion project is making rail line. It will connect GCC countries. It will reduce the distance of trade between these counties. They need persons like Railway Managers, HSE Managers, Project Managers, Facilities Management Director, Field Architect, Rail Training Manager, Line Temporary Manager, Fire & Life Manager, IT Engineers.

#### **4.1.3.8.2 Development and Airport**

Governor of Mecca Khaled Al Faisal has announced that US\$ 3.97 billion of new projects across the province of Taif, Moya and Mesan. According to a local news report, the major share of the budget US\$ 3 billion is to be assigned to projects in Taif. The developments in Taif include a new international airport and the construction of Okaz City, A technology Oasis A Housing Complex an Industrial City and University Campus. It will use public private partnership model. It will increase employment opportunities.

#### **4.1.3.8.3 King Abdul Aziz Airport**

This is the main airport for the west of empire. Now government is increasing the size of airport. So many people will easily come to their holy places. Its cost is US\$1.5 billion.

#### **4.1.3.8.4 King Abdullah Bin Abdul Aziz Security Forces Medical Complex**

This is the Saudi Arabia's largest project and the largest project in the GCC. Its estimated cost is US\$ 6.7 billion. It is being developed on the behalf of interior ministry of kingdom. The person they are needed for their medical city are Consultant Radiologists, Anthologist, Spine Surgery, Neurosurgery, Neurologist, Pediatric Neurologist, General Cardiologist, Gastroenterologist, Pulmonologist, Director Of Nursing, Assistant Director Of Nursing, Head Nurses, Educator Nurses, Nursing Managers, Ultrasound Master and Other Professionals.

#### **4.1.3.8.5 The Knowledge Economic City in Medina**

The knowledge economic city in Medina consists of education entertainment Islamic park, Shopping Mall, Hotels and Public Transport. Its estimated cost is US\$7 billion. It will contain more than 20000 jobs and create home for 200000 people.

#### **4.1.4 Projects in Qatar**

The mega projects in Qatar are following:

##### ***4.1.4.1 Lusail City Development Project***

This project covers 35 square kilometers, 19 distinctive commercial, retail leisure and entertainment districts, schools, hospitals, hotels and marines. It will create 170000 jobs. Its estimated cost is US\$45 billion. They are searching skills like Engineers, Doctors, Researchers, Academics, Administrative Persons and many other Labor. These projects will create jobs for expatriates and nationals. Therefore this is the time to move to these countries.

##### ***4.1.4.2 FIFA World Cup Stadium 2022***

Government is constructing and consequent repurposing of sporting stadiums across the country in preparation for the FIFA World Cup 2022. Its cost is US\$ 8-10 billion. Qatar is spending more than US\$200 billion on construction in the next time and much of the money is going on the way to preparation for the world cup. Ports, Highways and Stadiums are a billion dollar projects. Qatar plans to spend an average of over 10 per cent of its national output annually on building infrastructure as it prepares to host the World Cup in 2022. They are demanding one million workers for all over the world. This is the best opportunity for Pakistan to adjust their labor force in these projects. Civil Engineers, Structural Engineers, Project Directors, Electrical Engineers,

Technicians, Planners, Mechanical Engineers, Civil Inspector, Architecture, Designer, Regional Commercial Manager and other skilled and unskilled labor.

#### ***4.1.4.3 Hamad International Airport Expansion***

Hamad international airport expansion is the extension of present airport terminal. Its budget is US\$15.5 billion. It will create space of 30m to 53 m passengers adding 64 new check in the countries. They need Aeronautical Engineers, Security Advisors, IT Masters and Engineers, Airfield Lightning Supervisor, Baggage Handling Shift Supervisor and other workers.

#### ***4.1.4.4 Road, Transport & Infrastructure***

Qatar is allocating US\$ 11.53 billion on transport and road infrastructure. Their aim is to improve the roads and transportation system. They are also investing on schools, colleges and development of education sector. Cost of this project is US \$ 5.22 billion. They are also investing on sports facilities and for FIFA world cup. In this project they are allocating US \$ 3.1billion.They are investing on water expansion to increase and improve water sector by 2030. Its cost is US \$ 2.4 billion.

#### ***4.1.4.5 Qatar Stone Market***

The Qatar Stone Market is booming day by day. Qatar's economy is boosting. It has highest GDP per capita in the world. They are hosting marble expo show. They are earning US\$ 4.87 billion dollar. In coming years it will increase to US\$ 5.4 billion.

#### ***4.1.4.6 Health Care Market***

The Hamad Medical Corporation, Qatar's public health providers are planning to increase the capacity of health facilities by building new Hospitals, Clinics and Research facilities by 2030. Qatar is increasing its health facilities and budget to 8.8%.

Its cost is US\$ 7.44 billion. They are demanding in a large amount of Doctors, Specialists, Nurses, Admin Staff, Engineers, Technicians and Workers.

#### ***4.1.4.7 Ashgal Projects***

The Ashgal Company is a public works authority reveals that in 2018-2019. Its worth is US\$ 3.4 billion. These projects include Infrastructure and Roads and they need workers like, Engineers, Administrative Fields other labor.

#### ***4.1.4.8 Economic Zones***

Economic Zones is a three-part mega project with a strategic focus on industrial grade manufacturing, aviation and marine logistic and warehousing. Its budget is US\$ 3.2 billion.

#### ***4.1.4.9 New port projects***

This is the world's largest ever green port projects. It is expected to become one of the largest multipurpose ports in the GCC. It includes a new base for the Qatar emiri naval forces and Qatar economic zone 3 a self-controlled development with industrial and residential facilities. The budget is US\$ 7.4 billion. It will create 20000 jobs. They are demanding people which have skills like Marine Project Manager, Marine Operations Manager, Key Account Manager Defense, Food Scientist, Local Sale Manager, Construction Managers, Technical Writer, Traffic Management Specialists, Key Account Manager and Chief Accountant.

#### ***4.1.4.10 Msheirab Downturn Doha Regeneration Project***

It is downtown regeneration project of Doha. Preserving yet renovating the ancient downtown of Doha in a mixed-use development. Its estimated cost is US\$ 5.5 billion. It is having Transport, Pedestrian Facilities.



#### **4.1.5 Projects in Kuwait**

The mega projects in Kuwait are following:

##### ***4.1.5.1 Kuwait Island Project***

Kuwait is agreed to pump in US\$160 billion to develop five main island. Bubiyan, Warba, Failaka, Maskan and Aouha completed the next 20 years said a report. They are planning to make it attractive spot for tourist and provision of complete leisure to them. It will also create 200000 jobs for people.

##### ***4.1.5.2 Sheikh Jabar Al Ahmad Al Saba Causeway***

This project is aimed to reduce congestion from roads updating the roads just like motorways. Its cost is \$ 7 billion.

##### ***4.1.5.3 Kuwait International Airport Expansion***

New terminal and new runway will be built. It will increase the strength of passengers from 13 M to 25 M. its cost is US\$ 7 billion. Many job opportunities are coming in this project. They are demanding employees in many fields like, Inspectors, Technicians, Cargo Loader, Civil Supervisors and Engineers.

##### ***4.1.5.4 Kuwait Metro Project***

The Kuwait metro rail is 171 km long inner city transport running across the city. It is the first metro rail project and the second public private partnership project launched by government of Kuwait. Its cost is US\$7 billion. There are many jobs in this project. They are demanding skills like Project Incharge, Assistant Project Manager, Engineers, Consultants, Administrators, Project Designers, Architects, HSE Auditor, HSE Managers, Trainers, Physics Teachers and Java Developers.

#### ***4.1.5 Subiya Causeway***

This will connect the Kuwait to silk city and also metro project. Its cost is US \$ 2.6 billion.

#### **4.1.6 Projects in Oman**

The mega projects in Oman are following:

##### ***4.1.6.1 Oil and Gas Project***

Minister of oil & gas revealed that they are planning to invest on many oil & gas projects. They want to expand the oil & gas projects in next year. Its cost is US \$ 11.4 billion. He told that it would also create jobs for citizens and for other countries residence.

##### ***4.1.6.2 Khazzen and Makerrem Gas Field***

BP is developing tight gas reservoirs in Khazzen & Makerrem gas, which will covers 2800 sq km. This project has the capacity to provide 30% of Oman's gas supply by 2020. It is the collaboration between BP (British Petroleum) and OMAN. Its cost is US\$ 16 billion.

##### ***4.1.6.3 Oman National Railway Project***

It will cover the distance of 2244 km. In this distance, they will cover the 35 km tunnels, 40 km of bridges and 50 terminals and eight yards. It will connect the Duqm, Salalah and Sohar. It will carry both freight and passengers. Its cost is US\$ 15.5 billion. They are demanding peoples like HR Policy and Managers, Network Engineers, Contract Engineers, Senior Administrators, Employ Shared Service Officer, Architects, Engineers and other labor.

#### **4.1.6.4 Other Projects**

The projects which cost is less than \$3 billion

##### **4.1.6.4.1 Batinah Expressway Construction Project**

It is one of the biggest road projects in Oman. It is the extension of Muscat expressway.

Its cost is \$ 3.9 billion.

##### **4.1.6.4.2 Liwa Plastics Project**

It is the first project in the country's history. It will be the first stream cracker. It will allow producing the several products and providing many opportunities for industries.

They are demanding sale engineers, sale executives, and senior sale engineers. Its cost is US\$ 3.9 billion. It will be completed on 2020.

##### **4.1.6.4.3 Sohar Refinery Improvement Project**

This project will overcome the existing technical constraints. It will change the quality of Oman export blend. It will increase the existing capacity to 116000 bpd. Its cost is \$ 2.1 billion.

##### **4.1.6.4.4 Duqm Oil Refinery Development Project**

This project is a joint project of Oman Oil Company and Abu Dhabi's international petroleum Investment Company. Its cost is \$ 7bn. Its completion time is 2022. It will demand petrochemical engineers, researchers, field workers and other skilled workers.

#### **4.1.7 Projects in Bahrain**

The mega projects in Bahrain are following:

##### **4.1.7.1 Bahrain Economic City**

Bahrain is planning to make new economic city, which is the worth of \$ 13 billion. It will provide 243000 permanent jobs and will be completed by 2040.

#### ***4.1.7.2 Water Garden City***

This project is currently at design stage. It is expected to complete in 2020. Its cost is US \$ 7billion.

#### ***4.1.7.3 Other Projects***

The projects which costs are less or equal than US\$3 billion

##### **4.1.7.3.1Diyar Al Muharraq**

It is currently in design stage. It will complete on next year. It will provide 30000 residential areas to accommodate the more than 10000 residents. Its cost is US \$ 3 billion.

##### **4.1.7.3.2 Qatar Bahrain Causeway**

It will create direct link between two GCC countries. It is also beneficial for trade and travel between two countries. Before this project, it takes more than five hours to travel. After this project, it will only take 30 minutes to travel in these countries. Its cost is US \$ 3 billion.

##### **4.1.7.3.3 Marsa Al Seef Development**

This project is a mixed use of waterfront project. It will contain residential, leisure and retail facilities. Its cost is US \$ 2.5 billion.

**Table: Projects Details**

S.NO	Project Name	Cost of Project (US\$ billion)	Nature of Project	Completion Date	Nature of Jobs	Job Capacity
<b><sup>4</sup>Dubai Projects</b>						
1	Dubai Land	64.3	Mix development	2020	Receptionists, quality surveyor, real estate agents, engineers, utility engineers, marketing directors, property consultants, landscape studio leader, designer and marketing specialists.	.....
2	Expo 2020	15.41	Mix development	2020	.....	40000
3	Al Makhtoom international Airport expansion	32.67	Airport	2025	Aeronautical engineers, pilots, senior analyst capacity building.	.....
4	MBR City District one	10	Beach, Amenities Park	2019	Artists, movie makers, directors, sports coaches and hotel management.	.....
5	Blue Water Island	16.33	Island	estimated completion 2019	Beach supervisors and security advisors.	.....
6	Mall of the World	6.8	Shopping Complex	2021	Engineers, labors and technical experts.	.....
7	Alladin City	50	Fun Land, Parks and Oasis	2019	.....	.....
8	Al Mamzar Beach Front	2.72	beaches and municipality	2019	Media advertisers, market professionals, engineers, project manager.	.....
9	Dubai Largest Solar Power Plants	3.87	Solar plants and Solar parks	2050	Engineers, scientists	.....
<b><sup>5</sup>Abu Dhabi Projects</b>						

<sup>4</sup> <http://uaemegaprojects.blogspot.com/>  
<http://gulfnews.com/news/uae/general/dubai-launches-world-s-largest-concentrated-solar-power-project-1.2091061>  
<http://www.arabianbusiness.com/revealed-top-12-dubai-expo-2020-projects-607516.html>  
<http://gulfnews.com/business/property/10-top-projects-to-look-out-for-before-2020-1.2096407>  
<http://meconstructionnews.com/23002/dubai-plans-120-new-schools-over-next-10-years>

<sup>5</sup> <https://www.thenational.ae/uae/abu-dhabi-s-10-biggest-projects-nearing-completion-1.74851>

10	Barakah Nuclear Power Plant	22.9	Nuclear Power Plant	2020	Director operator, operation specialist, maintenance field engineer, managers and trainees.	.....
11	Medfield terminal	5.2	Airport expansion and hotels	2019	.....	.....
12	The Centerpiece of Aljada	6.8	Tourist spots	2019-2025	Tourist guide and archeologists.	.....
13	Sewage Tunnel	2	Tunnel	2019	Engineers, researchers	.....
14	Jebel Hafeet Housing Development	2	Construction	2020	Doctors and teachers	.....

**<sup>6</sup>Saudi Arabia Projects**

15	Jazan Economic City	27	Industries and agri businesses	.....	Project engineer, project control specialist. Security officers, senior planners, consultant, mechanical draftsman, leads pipe engineers and researchers.	500000
16	Riyadh Metro	22.5	Transport	2022	Learning operation specialists, mechanical supervisors, project managers, helath, safety and environment managers and portfolio managers.	.....
17	Jubail 2	80	construction	.....	Teachers, academia experts, electrical engineers, research and development, management experts, hospitality.	.....
18	King Abdullah Economic City	27	Housing societies	2035	Female teachers, It, infrastructure administrators, professors, scholarship coordinators, legal managers and compliance.	100000
19	Neom	500	Modren technology	2030	Technological experts	.....
20	Aramco	300	Oil Refinary Expansion	2030	Engineers, corporate lawyers, marketing officers, public relation and research officers.	.....
21	Construction Projects	19	construction	.....	.....	.....

<sup>6</sup> <https://www.meed.com/saudi-arabia-announces-3-9bn-projects-in-mecca/>  
<https://www.thebig5hub.com/galleries/top-10-saudi-megaprojects/#prettyPhoto>  
<http://money.cnn.com/2017/10/24/news/economy/saudi-arabia-mega-city-neom/index.html>  
<https://oilprice.com/Latest-Energy-News/World-News/Saudi-Aramco-To-Invest-300-Billion-In-Upstream-Projects.html>  
[http://www.tradearabia.com/news/CONS\\_332361.html](http://www.tradearabia.com/news/CONS_332361.html)  
<https://www.thebig5saudi.com/news/industry-news/top-five-saudi-construction-trends-to-watch-in-2018/>  
<https://sa.neuvoo.com/jobs/jobs-in-Jazan-Economic-City>  
<https://jobs.bechtel.com/search?q=&location=Riyadh>  
<https://careers.ccc.gr/CVOnline/>  
<https://sa.neuvoo.com/jobs/?l=King+Abdullah+Economic+City&p=4>

22	Saudi Land bridge	7	Rail Line	2019	Facility management director, project manager, HSE managers, rail training managers, line temporary manager.	.....
23	Development and Airport	3.97	Mix development	Delayed	Pilots and engineers, technicians.	.....
24	King Abdul Aziz Airport	1.5	Expansion of Airport	.....	Aeronautical engineers, pilots	.....
25	King Abdullah Security Forces Medical Complex	6.7	Medical Complex	.....	Anthologist, radiologist, consultant, neurologist, neurosurgen, ultrasound masters. Nurses.	.....
26	Knowledge Economic City in Madina	7	Educational Entertainment Park	2020	.....	20000
<b><sup>7</sup>Qatar Projects</b>						
27	Lusail City Development	45	Mix development	2020	Engineers, doctors, academia, administrative persons.	170000
28	Fifa World Cup	200	Stadiums, Highways and infrastructure	2022	Technicians, planners, civil inspectors, designers, architectures, commercial managers.	1000000
29	Hamad International Airport	15.5	Expansion of Airport	2021	Security advisors, aeronautical engineers, it masters airfield lightening supervisor,	.....
30	Road, Transport and Infrastructure	22.25	Mix development	2030	Engineers, transporters and infrastructure developers.	.....
31	Qatar Stone Market	5.4	Marble Expo show	2019	.....	.....
32	Health Care Market	7.44	Health Facilities	2030	Doctors, nurses, specialists, admin staff, technical workers,	.....
33	Ashgal	3.4	Mix development	2019	Infrastructure planner, administrative field officers and engineers.	.....
34	Economic Zones	3.2	Mix development	.....	Economists and researchers, engineers.	.....
35	New Port	7.4	Ports	2020	Project managers, operation managers, key account managers defense, food scientist, local sale manager and traffic managers.	20000
36	Msheirab Downturn Doha Regeneration	5.5	Mix development	2020	.....	.....

<sup>7</sup> <https://www.thepeninsulaqatar.com/article/19/03/2018/Ashghal-to-execute-over-100-projects-in-2018-19>

<http://www.projectqatar.com/qatar-hospital-build>

<http://www.futureprojects-qatar.com/Excellent%20Opportunities-1591>

<http://www.projectqatar.com/qatar-stonetech>

<b><sup>8</sup>Kuwait Projects</b>						
37	Kuwait Island	160	Tourist spots	2038	Tourist guides, engineers, gym managers.	200000
38	Sheikh Jabar Al Ahmad AL Saba Causeway	7	Roads	.....	Engineers, technicians and labor.	.....
39	Kuwait airport	7	Expansion of Airport	2021	Inspectors, technicians, civil supervisors and engineers.	.....
40	Kuwait Metro	7	Metro	2025	Consultant, physics teachers, java developers, project designers, architects, HSE auditors and trainers	.....
41	Subiya Causeway	2.6	Mix development	2019	.....	.....
<b><sup>9</sup>Oman Projects</b>						
42	Oil and Gas	11.4	Oil and Gas	.....	Petroleum engineers, chemical engineers.	.....
43	Khazzen and Makerrem	16	Gas pipeline project	2020	.....	.....
44	Oman National Railway	15.5	Railway	.....	HR policy advisor, managers, network engineers, contract engineers, senior administrators, architects.	.....
45	Batinah Expressway	3.9	Construction	Delayed	.....	.....
46	Liwa Plastic	3.9	Plastic Industry	2020	Engineers, sale executive officers.	.....
47	Sohar Refinery	2.1	Refinery Expansion	2017 delay to 2020	.....	.....
48	Duqm Oil Refinery	7	Refinery Project	2022	Petrochemical engineers, researchers and field workers.	.....

<sup>8</sup> <https://www.thebig5hub.com/galleries/top-10-kuwait-infrastructure-projects/#prettyPhoto>  
[http://www.tradearabia.com/news/CONS\\_332361.html](http://www.tradearabia.com/news/CONS_332361.html)

<sup>9</sup><http://timesofoman.com/article/121964>

<http://meconstructionnews.com/8574/top-10-oman-infrastructure-projects>



Bahrain Projects						
49	Bahrain Economic City	13	Economic City	2040	.....	243000
50	Water Garden City	7	Mix development	2020	.....	.....
51	Diyar Al Muharraq	3	Residential areas	2019	.....	.....
52	Qatar Bahrain Causeway	3	Transport	2022	.....	.....
53	Marsa Al Seef	2.5	Mix development	2019	.....	.....

\*Author collected all information from online sources.

## CHAPTER 5

### POLICIES ABOUT OVERSEAS EMPLOYMENT

This chapter contains the overseas labor policies of Asian countries and ILO (International Labor Organization). Every Asian country is working for their youth by making overseas policy but in Pakistan our policy is in pipeline from many years. We need a policy for tackling the problem of unemployment. Government should show some sincerity towards this problem.

#### 5.1 <sup>10</sup>ILO International Employment Policy Standards

The main objectives of this policy are following:

- I. Work for all who have zeal in search of work.
- II. Work is productive.
- III. There is no restriction to choose the work. Person is fully allow what type of work he want to do. State shall be responsible for the training and skill development.

#### 5.1.1 <sup>11</sup>Convention no 122 about Policy

- I. Governments should implement policies actively so the economic crisis of unemployment will be tackle.
- II. Right to work is the human right can be achieved the promotion of full, productive and freely chosen employment as the cornerstone of policies.
- III. New modern techniques of skill and training should be adopted.

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<sup>10</sup> Guide on employment policy and international labor standards

<sup>11</sup>[https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_INSTRUMENT\\_ID:312267](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_INSTRUMENT_ID:312267)

IV. Early stages consultation with the social partners should be made for policy implementation.

### **5.1.2 Main Goal of Policy**

The main goal of ILO employment policy is that the job creation should be the main agenda of state. They implement that job creation and decent work should be the priority of government. Trade policy is another reason which affects the employment. Trade agreement has impact job creation agreement. Discussion with representatives of people is affected by employment policy. Actors engaged in consultation, forums of consultation and support for implementation of policy.

### **5.2 Pakistan Labor Policy**

In Pakistan overseas employment policy is under process. There is no separate policy for overseas employment. But in labor policy the government took steps to promote the export of their man power. Human resource is one of the important capitals of any nation. . Currently , the highest amount of foreign exchange is being earned through the remittances by the expatriate Pakistanis procedures regarding export of manpower will be simplified and streamlined by making necessary amendments in the emigration rules to ensure expeditious processing of demands for overseas jobs.

The Overseas Employment Promoters will be given further incentives to enable them to improve their performance. Pakistan Embassies abroad will be asked to extend necessary co-operation to the delegations of Overseas employment Promoters, when they visit the labor importing countries for manpower demands so that they may be able to procure maximum demands for Pakistani labor. Consistent export advertising campaigns and visits to main employers especially in the Gulf region will be encouraged.

Returning migrants will be viewed as a potential asset, which will be tapped for the benefit of the economy. Present arrangements to appeal investments by migrants while abroad as well as on return will be expanded and made more effective. They also decided to save the emigrants. The effective use of returning diaspora. Manpower export committee is responsible for increasing man power export. They decided to approve the training plans for workers. Arrange financial resources for training. Organize road shows in other countries. Increase the strength of skill training. They decided more but nothing could be implemented properly. The condition of overseas is worse. We need a separate policy immediately to cover over employment issue.

### **5.3.1 Draft Report of National Conference on Skill in Demand in GCC**

This conference was held on June 26, 2014 in Islamabad. In this conference the participants discussed about the opportunities in GCC countries. They told that there is deficiency in our supply side. Mostly training and skill development programs are not efficient. They make three groups and give their recommendations. They also not give the proper knowledge about skills which the GCC countries are demanding. They only said to improve the training and skill development according to the international standards. Competency based training should be developed. Government should keep check on skill and trainings which will be held. BS technology type program should be take place. An e forum should be made to cooperate the promoters of GCC countries to know about jobs. Efficient and permanent policy is necessary for overseas employment. Labor information portal should be developed for job seekers. At the end they said that there is a lot of inefficiency in our supply side. We have to tackle this problem and increase the trainings and skill development programs. MOU should be sign between the favorite destinations of workers. NAVTTC and TEVTA skill standards should be according to the international demand.

## **5.4 Other Countries Policies:**

### **5.4.1 Bangladesh Policy for Overseas Employment**

In this policy they make sure to the predictions of regular migration of long and short term for both men and women from all parts of Bangladesh. Objective of policy is to organize overseas employment sector and to surety welfare of Bangladeshi workers abroad. Ensure eradication of any chance of irregular migration. It is the commitment of government to protect the right, self-esteem and safety of all migrant workers. They will take the measures to protect the families of migrants. The main objective is to examine the recruitment process as an act in contradiction of state interest and provision to make the concerned person are accountable. To encourage them so they will send remittances and it will helpful for economy. To provide the safe path so their remittances will provide their family safely. To allocate the necessary funds to organizations so they will implement this policy easily. Policy aim is to increase their employment rate. It will train their workers according to global needs.

The ministry of Expatriates, Welfare and Overseas employment has initiated a revision of overseas employment policy 2006. They are revising policy according to the new opportunities and current challenges for Bangladeshi migrants. They are changing with the technical support of International Labor Organization. This will provide complete protection process for their migrants. In new policy they are focusing on social protection and support services to migrants. They are promoting decent work for their migrants workers. So they can earn decently. The Director General, Mrs. Begum Samsun Nahar, and her directors provided numerous inputs on the processing of outgoing migrant workers and mechanisms to provide appropriate skills training and pre departure information. Needs for efficient social protection and support services

to the migrant workers while abroad were also discussed to be addressed in the new policy.

#### **5.4.2 Overseas Migration Policies of India**

India is a most exporting labor country in the world. A large number of workers are in gulf countries. But they have no policy towards labor migration and overseas employment. The government of India made an act to protect its workers to foreign. But they failed to accommodate their labor. That is why the human trafficking, harassment and women abuse is increased. So they made new act 1984 for the safety of their workers. In this act government told the agent companies to register themselves and only register agents will send the workers abroad.

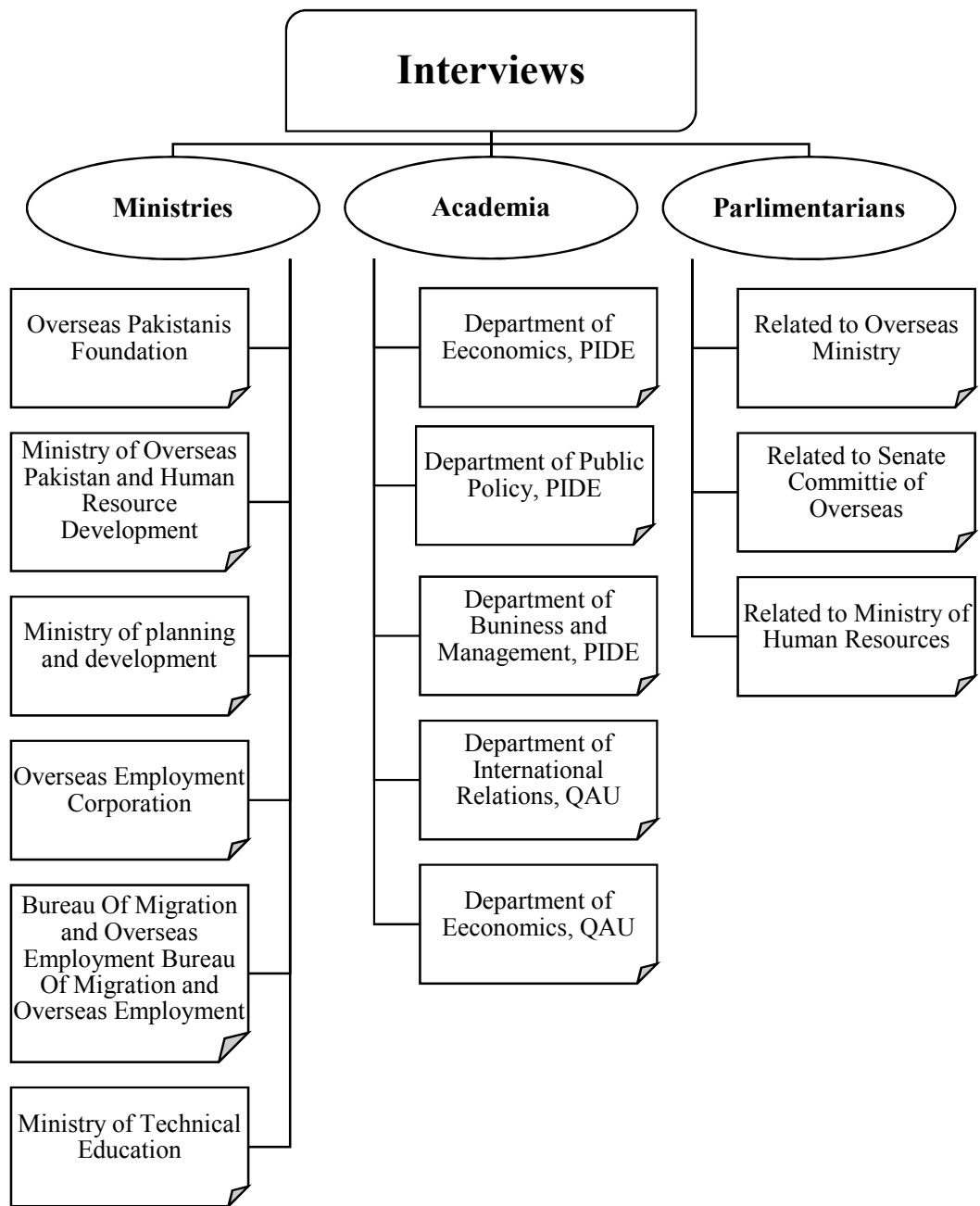
## **CHAPTER 6**

### **STAKE HOLDERS POINT OF VIEW ABOUT OVERSEAS JOB MARKET**

#### **6.1 Data Collection**

Pertaining to the qualitative nature of the research, ‘in depth’ interviews were conducted which are both a proper tool for collecting field data and also the most broadly employed technique (Bryman, 2014). The questionnaire was designed with the express motives to collect trustable information and to avoid any technical and political biases to make the data collection process as smooth as possible. Each interview lasted for about twenty minutes to half hour.

The respondent pool was a mix of high-ranking officials from Ministry of Overseas and Human Resource Development, Overseas Employment Cooperation, Bureau of Emigration and Overseas Employment, TEVTA, NAVTIC, Overseas Pakistanis Foundation etc. and prominent figures from academia and parliamentarians.



### 6.1.1 Hurdles in data collection

Access and secrecy are two critical matters for an interviewer. The respondents being high ranking officials from various ministries were hard to access but with the help of appropriate paperwork from my department it was made possible while also ensuring



secrecy to any information provided especially personal. In case of audio recordings, permission prior to recording was acquired.

Total of eight question were asked from each respondent and their responses are arranged below.

## **6.2 Importance of Overseas Employment**

The interview started with the most obvious problem facing our economy i.e., unemployment as the number of both skilled and unskilled labor force keep going up, which makes apparent a simple fact; the jobs that are being supplied into the market are far less than the labor force participation rate. Sub-theme of this question attempted to enquire the respondents on effectiveness of overseas employment as a possible solution. The respondents agreed to the observation that supply is lagging behind demand for jobs in the market and agreed that overseas employment in fact can mitigate the issue.

The respondents expressed the need to initiate programs to develop skilled labor force according to the demand for various projects in target countries. There is an imminent need of policy to transform these initiatives such as by the Overseas Pakistani Foundation into credible programs. The most important part of this chain is the identification of skills required in target countries which can be done by the CWAs active participation in this process. Exporting labor force in this manner increases the probability of employment for the remaining population as well as boots the foreign remittances coming into the country.

The respondents also stressed the need for an active database on labor force employed abroad. According to an estimate almost seven million Pakistanis are living in foreign countries out of which about forty percent are employed and rest of them are non-working family members, which means we are sending less percentage of working

people compared to non-working people. It is also worth noting that when the labor force returns back to Pakistan their skill level is much higher than the skill level they left with.

There is also a notion that sending people abroad for jobs is no long-term solution of the unemployment problem in our country. Although there is this added advantage of remittances that strengthen our foreign reserve situation, yet the brain drain that goes with it will eventually suck the skilled labor force out of the country. This will further worsen the capacity for job creation here because if skilled labor force moves out then innovation will also cease with it and thus the expansion of industry and capacity to export to other countries. It is extremely important to keep the skilled youth because that is the capital any nation would want to invest in for them to eventually grow into an economic giant.

It is an unarguable fact that economy needs to grow at a healthy rate to be able to generate job opportunities for the growing population. Immigration and work schemes might not pan out the way they are intended most of the time however, government can get into bilateral agreements with other nations to smooth out the process of employment. In event of a crisis in one or more of the foreign nations, the overseas employed Pakistanis will start coming back and put a stress on the local employment situation.

There is also a need to focus on the social burden from unemployment i.e., the reported crime rate is rising, and the skilled youth is being wasted away because there is not enough growth in the real sector to provide them with enough motivation and jobs to work with.

### **6.3 Youth Promotion**

The following question dived into the aspect of youth promotion in foreign countries. Respondents unanimously agreed on the importance of skill developed programs with special focus of the demands of the target nations. They argued that our youth is often not equipped with the latest skill set and information to be placed competitively in foreign organizations and do not show flexible attitude on remunerations.

Respondents of organizations such as TEVTA claim that without proper structure it is very hard to separately provide trainings to outgoing labor with respect to laws and practices of different countries thus often when they go out they either are unsuccessful in finding jobs or get into trouble and get deported back. The percentage of any cases being reported to the resident embassies is very low which highlights the problem that people don't have the basic information to contact their embassy to seek help.

Another aspect of overseas employment that needs attention according to the respondents is the provision of security for the individual and their families in which the resident embassies can play a vital role. There is also special need to keep tabs of the competitors like the labor coming in from Sri Lanka, Bangladesh, India, China and the South East Asian countries. The embassies and organizations working in connection with them have been active in the past but recently questions have been raised about their effectiveness in promoting youth in target nations.

To smooth out the process of overseas employment there have been suggestions from various organizations concerned with the overseas program for the banks to issue soft loans to individuals to cover their travel costs in the start and thereby allowing them to use legal channels to pay acquire and payback loans as well as remittances. Government needs to have bilateral agreements with target nations such as Saudi Arabia, UK, and

USA etc. to not charge fees upon movement of remittances so that illegal channels can be ruled out and people don't lose money to scams and malpractice. Only one agreement of that kind has been known to be signed with government of Korea.

There are loud voices in academia and from elements inside the government to make the skill development programs effective by developing only those skills required in the target nations and then develop the apparatus to place these people in foreign countries competitively to earn remittances and improve skill level of the nationals. There hasn't been enough policy talk on this matter or any serious step taken in this direction. If the government takes solid steps in this matter, to eliminate the market disturbances in shape of the middle man and illegal transactions that takes place.

#### **6.4 Safety Rights**

Main theme of the next question addressed the security concerns and the apparatus in place to ensure its effectiveness. For overseas Pakistanis to work in foreign countries it is of paramount importance that their assets and families be given appropriate protection in Pakistan. OPF foundation has made much progress in this regard by providing education and legal remedies to the families of overseas Pakistanis in matters of property etc. Government also has institutions like Federal Ombudsman that provide remedies in this regard. There have also been talks recently on the matter of voting rights of overseas Pakistanis.

The respondents that were forthcoming with information for this question were mainly from OPF and Federal Ombudsman who have setup desks at embassies and airports to tackle problems of any overseas Pakistani and for the relief process to be quick, online system of complaint registration has been setup. There has been much development as far as protection of rights of overseas Pakistanis are concerned.

Another respondent gave the view about protection of rights. He told that there is 100% protection of their rights in Pakistan. Reason is according to the ordinance of immigration 1997 we appointed a CWA (Community Welfare Attaché). In embassies, there are different types of attachés being there. Their work is to promote the employment and safeguard the rights of people who are in abroad. They have to find new avenues, so we can send our work force to foreign. In this tenure of government, they set a post of grievances commissioner to settle the complaints of overseas. Any person who is leaving abroad has any problem like possession on their assets or any misshape with their family. They just complaint the grievances commissioner and then commissioner will give the directions to relevant offices and solve the problem.

Academia gives their views that real estate is not regularize. It is not 100% to protect their rights because their relatives occupy their place. They also said that in GULF countries there are no rights. Government should deal with the government of other countries and ensure their safety in Pakistan.

The conclusion for this question is that government wants to give the proper safety rights to their diaspora, but not proper arrangements made. Real state is not regularized. So, the property of overseas possessed by their family members. Many steps taken by government but not fully implemented. Punjab took good step for this regard. Voting rights is in pipeline but problem is how to make mechanism for overseas voting. So here we need efficient policy to tackle this problem.

### **6.5 Priority Protection for Overseas Pakistanis**

Yes, overseas rights should be very important as they are contributing for their homeland. Rights for overseas varies from country to country, many respondents replied. We need to hire consultants so that they may be accessible by every overseas

Pakistan. In Saudi Arabia where there are one embassy and one consulate office, which are in two different cities. The workers living in far-flung areas cannot easily go there to tell their problems, so, hiring consultants can minimize their problems. Voting rights is another big right that should be given to the overseas who are a big contributor in country's economy. However, same problem exists in this problem to as in Saudi Arabia there are 1.5 million Pakistani working and for voting, one embassy and one consulate general cannot handle these 1.5 million in a day or twice. Therefore, there is a dire necessity to hire and engage consultants, which can play role as polling officer during polling. On one side, it will boost the self-respect of our people and on other hand, they will think more positively for their homeland.

One respondent from top administration of OEC (Overseas Employment Corporation) responded that it is our obligation to protect the property of overseas in their absence and should assist them in purchasing or selling the property as maybe they are not physically present at time of buying or purchasing. However, overseas should also follow the rules and they should not involve in any illegal activity.

One respondent who belongs to the top management of OPF (Overseas Pakistanis Foundation) said that firstly we must ensure that when people go to abroad they will receive the wage rate, which will be decided here. Because when they reached, their companies deny paying their wage according to the contract especially in Middle East. In coming policy, we are giving stress on this that bilateral agreements should be sign so people can get more benefits. Their mostly problem is their wage rates. We want to give them voting rights but we are facing a problem of what kind of mechanism we will introduce. Therefore, we are failing to finalize the mechanism. It is their right to vote because they have strong affiliation with their country.

Other respondent said that the priority right, which they need, is to give them subsidies on their transactions. Their family's security and provide them necessities. It is also their rights to provide them proper guideline about investment. Because when they return, they have no idea what to do. Therefore, it is the responsibility of institutions to urge them toward investment, which is beneficial for the person, and state.

Respondent who belongs to BE&OE said that people who are living abroad needs these rights prior in our point of view. Firstly, they have the right to live, right to enjoy and right to speak. Right to live means peoples have proper right to move anywhere in resident country. He gave an example of the incident that recently happened. The ambassador of American embassy hits the persons and they died. So Pakistani government took initiative that without permission ambassador cannot move on the other hand America restrict the movement of people of Pakistan and restrict them only move in 40 km. so this is the direct effect of some decisions. Being a developed nation, they have to show some flexibility. Right to enjoy means that people who are living in any country have the proper rights of enjoyment like their citizens. Third is right to speak means if a person has any problem he should have proper right to speak about what type of problem he is facing. Therefore, these are the rights, which have priority according to my point of view respondent told.

Academia agreed on proper contracting and timely payments. They said that peoples go abroad for money if they do not get proper and timely wages this is the violation of their rights. So Overseas Employment Corporation ensures proper contracts with the concern agencies of employment of other countries.

Parliamentarian said that we are taking initiative to protect the right of people. So they can easily go abroad. In coming policy there is many things related this problem. One

of parliamentarian said role of agents must be removed because some agents do wrong things with people and then they vanished. So only the registered agents have authority to send the peoples to abroad.

Priority rights of overseas have different aspects. Government should give more subsidies to overseas Pakistanis because they are the main source of our country's growth. Voting rights should be given because overseas have their strong affiliations with political parties. Government should also take steps so people of our country get timely pays and their reward, so they can survive their easily. In foreign countries our peoples should avail all facilities like the citizen of their country.

### **6.6 Insurance Schemes**

Actually, insurance is necessary for every citizen but unfortunately, insurance culture does not exist in much broader way in Pakistan. Because of no business insurance, domestic as well as foreign investment is always a risk to invest in an electricity scarce and terrorism affected country. Many of the overseas from different developing countries do not invest in their native country like Pakistan just because of the lake of insurance for their business. Government should provide mechanized and systematic insurance, which play, like their protector.

Yes, we recommend insurance scheme in a portfolio investment piling up a considered amount so that they can initiate business, an overseas office respond. A rule was existing previously which is going to be updated now, under that rule every overseas Pakistani will pay a premium of RS 2500 per annum for two years and after 2 years (which is proposed to extend to 5 years now) they will be paid no amount if he/she is alive and sound body to start a business. It this policy of 5 years come into practice then it will help more to start a business for overseas, he added. Here it is recommended that



like insurance policies in other countries here in Pakistan overseas Pakistan investment insurance should be as if insurance existing in other countries here insured get an amount of 400% of what coverage he has purchased.

A director of Overseas Pakistanis Foundation responded that there should be proper bench for business, which suggests the returning overseas to invest in rewarding fields. Otherwise most of the overseas in GCC are low educated and belongs to lower income strata. If they don't invest their then they will waste their money to buy luxury goods like refrigerators, air conditioners, expensive cars etc. Almost all the respondents encouraged the insurance scheme but some respondents from academia oppose the GCC workers to start their business on their return. The logic, which they give for this, is that a worker who is doing a blue-collar job he will not most likely to start a business after return, but yes they should be financially insured.

Yes, insurance will be a booster for overseas and if government contribute (Just like Gratuity Scheme of Government) too, and then it will give more benefit to the overseas worker and then will feel more confident as they are looking more money in their pocket. They can invest this more money if some positive side and can get high return but for this government should assist them.

A member of National Assembly responds that there should be business insurance scheme which will strengthen the industry and the after that demand of technically trained people will increased and in this way further jobs will be produced in future. That insurance scheme should be approved from commerce department and taxes of foreign investment should be decreased which will boost the banking sector. However, sectoral reforms are needed to run the cycle of business development for overseas and to control this cycle of investment.

Conclusion of this chapter is that government is giving many insurance schemes to peoples, but they are not sufficient. Government should give the plans to overseas return so they can initiate their businesses after their return. It will increase the industry in our country and also provide employment to peoples.

### **6.7 Inflow of Remittances**

Foreign remittances are considered an important part in any country's economy. Remittances in the world represent one of major international financial resources, which sometimes they exceed the flows of Foreign Direct Investment (FDI). For centuries, there have been heated debates on the sources of economic growth in developing economies and why some countries reflect strong economic growth comparing to others.

To tackle the issues related to remittances the State Bank of Pakistan started an initiative with the name of PRI (Pakistan Remittance Initiative). The main purpose of this initiative is to enhance the remittance through legalize channel of scheduled banks. In exiting system OPF issued a special discount cards on the basis of remittance ratio on the overseas population and different in country privilege should be attached to be that remittance card like property tax exemption for a certain limit. Remittances should reach fast and on door step and if banks delay in paying remittances then Government can regulate them by fining them. There are two types of taxpayers, filer and non-filer and Overseas Pakistani lies in non-filer taxpayers. One every transaction and payment non-filer pays more than the file tax-payer due which non-filer tax payer is discouraged and he/she bears extra ordinary taxes. Most of our labor working in GCC is low educated and the procedure of banking to transfer money to Pakistan is complicated and this is one of the big reasons that workers working abroad prefer to send remittance through Hundi. This reduced the inflow of remittances. Attitude of Pakistani worker is

also an important reason for reduction in remittance, Pakistani workers do not show flexibility in their work and they only work what is mentioned in their TOR and if owner. Bangladesh and Philippines work as per their demand that is why Pakistan is losing its job market.

State bank is working for the enhancement of remittances and they are successfully running the program named PRI. Government should take initiative and tell the people about the benefits of being a filer. So, when people will be filer then the revenues will be high and illegal means of money transfer will be decrease.

### **6.8 Policy for the induction of Pakistani Youth**

Lot of mega projects have been started in GCC like FIFA World Cup 2022, New Jeddah Airport, Dubai Expo. There should be a government to government MOU'S instead of owner to owner because if owner demand labor but government didn't give them visa then this all will go waste so there should be contract between government to government. UAE online all their system for Indian labor and the role of intermediary is eliminated. In 2022 for FIFA World Cup Qatar require 1 million workers and our government even did not know that they are requiring one million jobs. Philippines already got the 96000 jobs for themselves and this is their successful policy that they diplomatically got the jobs and their government is well aware about the pipeline opportunities. Another thing, which is important to enhance the induction of Pakistani youth, is that, does our work force can do their technical jobs? There are many institutes in Bangladesh, which is training the Indian workforce to work in Saudi Arabia, and the institutes are endorsed by the Saudi Arabia. Therefore, India is producing the work force according to their demand and that is why other countries are occupying the job market in GCC and the portion of Pakistan is reducing day by day.

Conclusion for this question is that many projects are running in GCC countries. So if we want to induce our youth to those projects then government should make MOU'S with these countries and skilled our labor according to their demand.

### **6.9 Recommendations for keeping Track of Employment Opportunities**

For keeping track of employment opportunities abroad, it is important to keep an eye on the pipeline opportunities, which is going to be launched in coming years. In spite of so many years passed and very good diplomatic relations with Saudi Arabia, Pakistan could not sign a MOU with Saudi Government for the induction of their labor force. Pakistan has to deploy professional persons who are well aware about the area and they take personal interest for the job opportunities of Pakistan.

Lots of technical institutes are working in Pakistan and these are working under TEVTA and NAVTEC. Many youth skilled development programs have started and they are training the 350000 workers every year. However, question is that are these institute training workers according to demand of owner and are owner country endorsed these institutions? Another big problem is that Punjab government started many training initiatives but after training government did not take any step to train this skilled and trained work force abroad and all the efforts went in vain.

Pakistan has 19 Community Welfare Attaché (CWA) in 15 countries on one side their number is very low and on other side they are not functioning properly. By increasing the numbers of Community welfare attaché, new horizons can be found for jobs of Pakistani work force and their problem will be reduced. Our Community Welfare Attaché should have direct contact with Foreign Officer, Labor Attaché and Commerce Attaché and they should make meetings with them on regular basis and should keep

eye on the upcoming opportunities and always ready to grab new opportunities. The attaché should sign MOU with their counterparts.

Conclusion for this question is that for keeping in track of job opportunities. Government should assign MOU'S with foreign countries and organize different road shoes for the welfare of their people. TEVTA and NVVTC should be upgraded.

## **CHAPTER 7**

### **CONCLUSION AND RECOMMENDATIONS**

#### **7.1 Conclusion**

The upcoming major issue of Pakistan's economy is unemployment. The public policy of every country lays stress on reduction or adjustment of unemployment. The existing structure of Pakistan is unable to adjust 3.58 million unemployed labor force which is around 5.9% of total labor force. This study concluded that we can adjust our unemployed labor force in Middle East Countries. The Middle East Countries going to be an economic hub in future. US\$ 3.9 trillion projects are coming. The upcoming mega projects in Middle East Countries make them more attractive for investors. These mega projects need a huge amount of skilled labor, which will be imported from developing countries. In this regard Pakistan's government should make a very efficient policy. There will be a huge need of labor force for upcoming projects and Pakistan's government should make some contracts in this regard, in this way government can adjust a large portion of our unemployed labor force.

#### **7.2 Recommendations**

- Government should strengthen diplomatic relations with GULF countries for the supply of man power in the mega projects and should provide support to its citizens to work in these countries.
- Government should upgrade the training system and skill development as per the need of market.
- Strict regulations should be adopted for recruitment and prohibition of human trafficking.

- Number of CWA (Community Welfare Attaché) should be increased. So with the help of them we could know about the new upcoming projects of other countries.
- Overseas Pakistanis are a great asset of country. So government should provide them facilities so they can easily start business after their return.

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**ANNEX A**

**OVERSEAS EMPLOYMENT OPPORTUNITIES AND EMPLOYMENT  
PROMOTION STRATEGIES.**

**INTERVIEW GUIDE**

**Respondent's information    Interviewer information**

**Name:**

**Date of Interview:**

**Organization/institution:**

**Data Collection Method: Audio**

**Recording, Field notes and online**

**Sources.**

**Designation:**

**Location of interview:**

Dear Sir/Madam, I am conducting this study for the partial fulfillment of my degree requirement. I am student of M. Phil Public Policy, from PIDE school of Public Policy. The topic of my thesis is ‘Overseas Employment Opportunities and Employment Promotion Strategies’.

Unemployment is increasing day by day. So we need an efficient policy to tackle this problem. Many opportunities are in GCC countries in which we can adjust our labor easily. So I am studying this. For this study I need your cooperation. Your views will be confidential and never ever share your profile with anyone.

Thanks for your cooperation.

### **Questions**

Q1. How do you evaluate the importance of overseas employment for catering the problem of unemployment and for economy of Pakistan?

Q2. What initiative you recommend for promotion of Pakistani youth abroad?

Q3. Do you think Pakistanis working abroad have safety of their rights in Pakistan?

Q4. What right of Pakistani abroad, you think deserve priority protection?

Q5. Would you recommend an insurance scheme for Pakistanis working abroad, so that they can initiate business in Pakistan upon their return?

Q6. What measures you recommend for increase in inflow of remittances?

Q7. There are lots of mega projects going on in gulf countries. Do you think we need a policy to coordinate with the owner of these projects for induction of Pakistan youth?

Q8. What do you recommend for keeping track of employment opportunities abroad and to prepare youth for employment in those destinations?