

7.1.2. Employment (formal and informal)

According to the most recent Population & Housing Census conducted in 2023,[1990] the unemployment rate in the ICT was 7.1 %.[1991] About 37.1 % of the population were employed - 59.2 % of men and 11.8 % of women. Out of those in employment, 55.7 % were paid employees, 4.4 % were self-employed in the sector of agriculture, 26.6 % were self-employed in the non-agricultural sector, 6.9 % were in the role of employers, 2.9 % were unpaid family helpers in the agricultural sector and 3.5 % were unpaid family helpers in the non-agricultural sector. 40.3 % of youth between the age of 15 and 24 were not in employment nor in education. With 53.1 %, more than half of Islamabad's young females were not in employment nor in education, compared to about one third of young males with 35.3 %.[1992] No information could be found on the formal and informal employment rate in Islamabad.

In August 2024, the Government of Pakistan Office of the Chief Commissioner Directorate of Industries & Labour Welfare ICT set the minimum wage for unskilled and juvenile workers in the ICT at 1 423 Pakistani rupees [approximately EUR 4.3[1993]] per day for 8 working hours or 37 000 Pakistani rupees [approximately EUR 122.1] per month.[1994] Reportedly, minimum rates of wages have not been raised since.[1995] However, according to data collected by Amnesty International between February and September 2024, domestic workers in Islamabad stated that they only earned 12 000 Pakistani rupees [45 US dollars] per month. In Islamabad, as in other larger cities, workers have repeatedly protested against delays in payment of their salaries.[1996]

A case study showed that women in Islamabad faced cultural stigmas, workplace harassment and biased hiring and promotion practices. They had no secure channels for reporting misconduct or raising concerns, and the lack of networking and mentorship opportunities hindered women from building the skills and connections necessary for leadership roles.[1997]

- [1990]

  As defined in the Population & Housing Census 2023, 'Employment refers to an activity in which an individual works regularly for another person and gets remunerated in return.' The responses referred to one year preceding the survey period. Pakistan, PBS, 7th Population & Housing Census – 2023 – District Census Report Islamabad, n.d., url, p. 72

- [1991]

  Pakistan, PBS, 7th Population & Housing Census – 2023 – District Census Report Islamabad, n.d., url, p. 73

- [1992]

Pakistan, PBS, 7th Population & Housing Census – 2023 – District Census Report Islamabad, n.d., url, pp. 72-73

- 1993

  All currency calculations in this report are based on the exchange rate from European Commission, Exchange rate (Infor

- 1994

  Pakistan, Office of the Chief Commissioner Directorate of Industries & Labour Welfare, 8 August 2024, url, pp. 1-2

- 1995

  Business Recorder, Minimum wage to remain unchanged at Rs37,000 in FY26, says Aurangzeb, 11 June 2025, url; Tech

- 1996

  Amnesty International, “Cut us open and see that we bleed like them”: Discrimination and stigmatization of sanitation workers in Pakistan, July 2025, url, pp. 54, 57

- 1997

  KSBL, Barriers Towards Women’s Leadership, 10 December 2024, url, p. 53

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