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Pakistan's Strategic Entry into the Russian Labour Market

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SYNOPSIS

Russia is facing a structural labour shortage that is caused by demographic decline, ageing of the population, and long-term industrial demand. It is predicted that Russia might need almost 11 million more laborers by the end of the decade to even the productivity throughout the building, mining, manufacturing, and logistics sectors. To Pakistan, this is a strategic opportunity in the form of diversifying labour export, greater inflow of remittances, and institutionalization of economic activity with Russia. The labour import will be a structural necessity, since the demographic contraction of Russia is a long-term issue. Nonetheless, this opportunity cannot be captured without state-level planning.

Existing Institutional Capacity and Current Engagement

Over the past years, Pakistan and Russia have increased diplomatic activity, especially in terms of energy cooperation and dialogue in the region. But the labour mobility is yet to be established under bilateral accords. Pakistan has a well-developed labour export system based on the system of the Bureau of Emigration and Overseas Employment and the system of technical training, TEVTA, and NAVTTC. Over the decades, these institutions have been able to provide labour to the Gulf markets. Although such an experience was had, now Russia has no formal labour mobility agreement, no organized Russian-language training pipeline, and no certification harmonisation mechanism. The participation is not active and strategic. Engagement remains limited and lacks strategic direction.

Recommendations

1. Negotiate a Bilateral Labour Mobility Agreement



Pakistan needs to engage in formal talks with Russia to have a framework for labour mobility. This accord ought to establish industry-specific quotas, unified contracts, labor safeguards, and conflict resolution provisions. This would be achieved through institutionalization, which would lead to informal reduction of recruitment and increase the confidence of the employers.

2. Establish Russian Language and Technical Communication Programs

The major obstacle is language. It is necessary to open Russian language centers in big cities and to also include simple courses in Russian as a part of technical training in vocational institutions. Intensive short-term training (6-9 months) that targets the use of construction terms, mining safety language, and industrial language would be of great use in enhancing employability. It would be worth developing bilingual supervisors who would be able to work in both Russian and English to create a competitive advantage.

3. Align Technical Certifications with Russian Standards

Pakistan needs to align its vocational qualifications with those of the Russians. The joint arrangements on the accreditation would guarantee that the welders, the heavy machinery operators, the mining technicians, and the construction managers would meet professional standards that are accepted by the employers in Russia. There is less risk of hiring and more market perceptions through certification alignment.

4. Create a Dedicated Russia Labour Desk

An expert department of the Ministry of Overseas Pakistanis needs to check the labour demand patterns in Russia (for example, Russia needs snow cleaners, industry and mining workers), organize the involvement of employers, and regulate hiring channels. This organizational tool would give sustainability and avoid disjointed endeavors.

5. Organize Pakistan–Russia Job Expos and Employer Forums

Job expos directly between employers and workers need to be carried out at the annual job expos in Islamabad and Moscow. Primarily, pre-screening, skill testing, and on-site interviews would save on the recruitment expenses and enhance transparency during the hiring process.

6. Develop a Competitive Cost and Reliability Strategy

Pakistan ought to position itself as a cheap and hardworking labour source. The Pakistani workers might provide competitive wage prospects as compared to European labour markets, though they remain flexible and technically skilled. Positioning would be enhanced by a focused branding approach that emphasizes reliability and work ethic.

7. Strengthen Social Integration and Worker Protection Mechanisms

It is necessary to have pre-departure orientation programs, legal awareness programs, and embassy-level labour support cells in Moscow. The cultural training will ease the issues of integration and make the long-term sustainability of labour presence in Russia possible.

8. Establish Government-to-Government (G2G) Agreements

Sign Government-to-Government (G2G) Agreements regarding visas, areas of employment, wages, and worker rights.

Conclusion

The labour shortage in Russia is a permanent demographic change and not a temporary disturbance. To Pakistan, this presents a chance to have an alternative destination to labour destinations other than the conventional Gulf markets and expand on the economic relationship with Moscow. Nevertheless, the success is conditional on the active coordination of the state, language preparation, alignment of certification, and institutionalized labour diplomacy. Such nations as India and Sri Lanka are already taking their places on the Russian market. Russia has a growing labour demand, and the future share in it can be achieved by Pakistan acting strategically and in a timely manner.

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