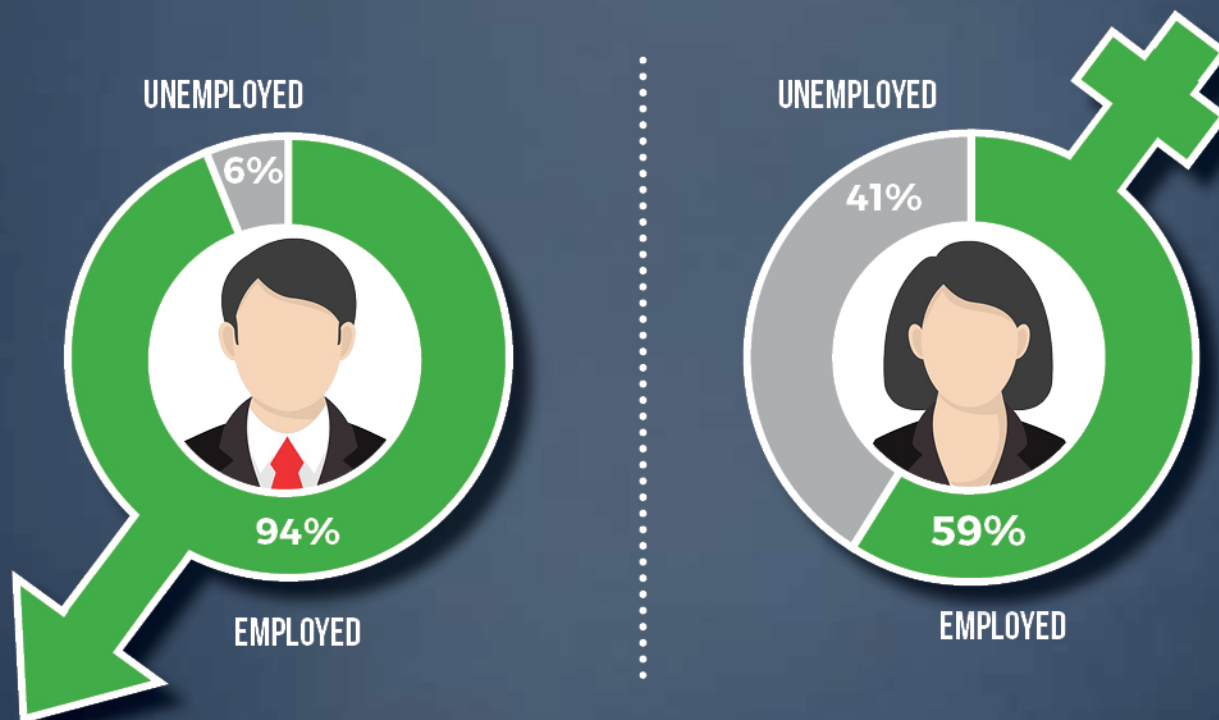


14 January, 2021

59% PAKISTANI WOMEN ABOVE THE AGE OF 18 AND WITH A BACHELORS OR ABOVE DEGREE ARE EMPLOYED; THIS IS 35% LESS THAN PAKISTANI MALES IN THE SAME CATEGORY: GALLUP BIG DATA ANALYTICS ON PAKISTAN LABOR FORCE SURVEY

Unemployment among males and females aged above 18 and have bachelor's degree or above



**We are only considering people above 18, who have a bachelor's degree or above, who have completed their education and are part of the active labor force. Thus, this does not include those with no formal education, students, retirees, those not willing to work etc.*



Opinion Poll

Special Press Release

PAKISTAN LABOR FORCE SURVEY EMPLOYMENT STATISTICS

59 % Pakistani women above the age of 18 and with a bachelors or above degree are employed; this is 35 % less than Pakistani males in the same category: Gallup Big Data Analytics on Pakistan Labor Force Survey

Islamabad, January 14, 2021

Introduction to the Gallup Pakistan Data Analytics series on Pakistan Labor Force Survey data:

This press release is part of a special Gallup Pakistan Data Analytics series that aims to foster an empirical understanding of the changing contours in the employment scenario of Pakistan based on data generated by the Labor Force Survey.

The Labor Force Survey has been conducted by the Pakistan Bureau of Statistics since 1963. The survey's sample size comprises of around 43,000 households and produces gender disaggregated national and provincial level estimates with rural/urban breakdown. **Gallup Pakistan Data Analytics** team has worked extensively on this data and this series of press releases are our attempt to publicize the great efforts done by hundreds of office bearers of Bureau of Statistics who have travelled far and wide to collect this data.

This press release aims to assess the employment scenario with respect to women in Pakistan.

KEY FINDINGS:

1. 7% Pakistani women aged above 18 have a bachelor's degree or above
2. Among those 7% of women who are above 18 with a bachelor's degree or above, 88% have completed their education while 12% are currently enrolled in an educational institution
3. Female labor force participation is very low (48%) compared to 94% male participation among the above 18 and bachelor's degree and above cohort
4. 41% women are unemployed as compared to 6% men in the 18+ bachelors and above education cohort, while 59% females are employed, compared to 94% males.
5. 83% unemployed women willing to compromise on employment terms and conditions, compared to 59% unemployed men

Education Profile of Women Age 18+ in Pakistan : 7% Pakistani 18+ age women have a bachelor's degree or above

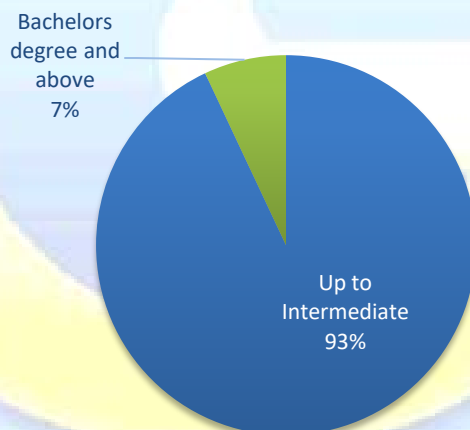
Analysis of Pakistan Labor Force Survey 2017-18 reveals that 7% of above the age of 18 women in Pakistan have a bachelor's degree or above.

The equivalent percentage in men within the same cohort is 9%

Thus, in the bachelors plus education, there is a gender differential of 3%

Bilal I Gilani, Executive Director Gallup Pakistan commenting on the report says: *'Converting the percentage into population, the estimates reveal that there are around 3.5 million graduate or above women and around 5 million men in Pakistan. In total, close to 9 million graduate population. Although proportionately this is small as compared to Pakistan's population, in absolute numbers the graduate population of Pakistan is larger than Austria, Switzerland and Hong Kong. How we make these 9 million educated population productive and part of the global economy is a challenge as well as a huge potential for Pakistani economy.'*

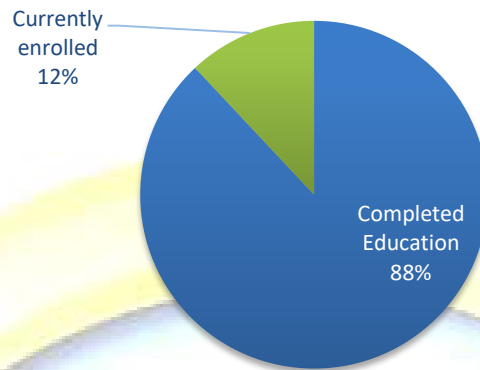
Education levels among females over the age of 18



Source: Gallup Pakistan Report based on Data Analytics on PLFS 2017-18 data by Government of Pakistan
<http://www.pbs.gov.pk>

Current enrolment in the education stream population within females: Among those 7% of women who are above 18 with a graduate degree or above, 88% have completed their education while 12% are currently enrolled in an educational institution.

Current enrolment among females aged 18 above with a bachelor's and above degree



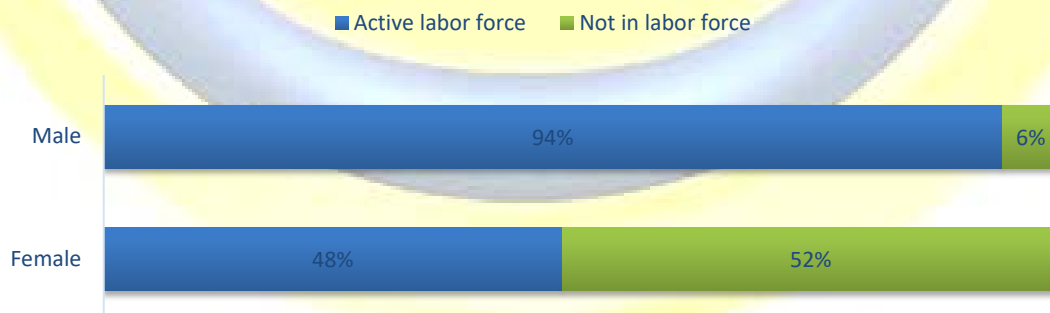
Source: Gallup Pakistan Report based on Data Analytics on PLFS 2017-18 data by Government of Pakistan
<http://www.pbs.gov.pk>

Gender and Pakistan's labor force: Female labor force participation is very low (48%) compared to 94% male participation

48% Pakistani women aged above 18 and who have completed their education with a bachelor's or above degree are part of the labor force.

This is significantly less than the proportion of males (94%) in the labor force. Alternatively, only 6% Pakistani men above 18 and who have completed their education with a bachelor's or above degree are not in the labor force, compared to 52% females. This statistic perhaps also sheds light on the grave issue of unpaid labor carried out by females. Many females are occupied with housework, care-work of relatives/children etc. and such work is not only not classified as proper work or as being part of the labor force, but it can also be seen as one of the hindrances towards women seeking paid labor outside their homes.

Labor Force participation among Pakistanis over the age of 18 and have a bachelor's or above degree



Source: Gallup Pakistan Report based on Data Analytics on PLFS 2017-18 data by Government of Pakistan
<http://www.pbs.gov.pk>

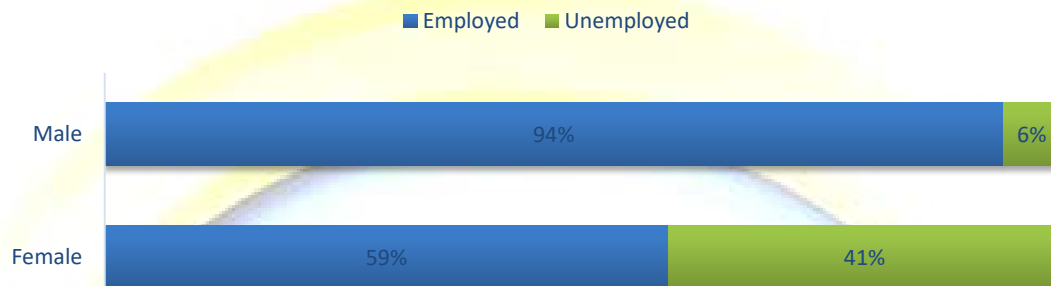
Gender differential in employment in Pakistan

The report therefore points to an employment differential of 30%+ between men and women in Pakistan.

Women and unemployment: 41% women are unemployed as compared to 6% men in the 18+ graduate and above education cohort,

Among those 18+ people who have a graduate degree or above and have completed their education and are part of the active labor force, 59% females are employed and 41% are unemployed. Comparing this to male figures, the stark reality of gender disparity becomes apparent as 94% males are employed and 6% are unemployed. Overall, the difference in male and female unemployment is 35%.

Unemployment among males and females aged above 18 and have a bachelor's degree or above



Source: Gallup Pakistan Report based on Data Analytics on PLFS 2017-18 data by Government of Pakistan
<http://www.pbs.gov.pk>

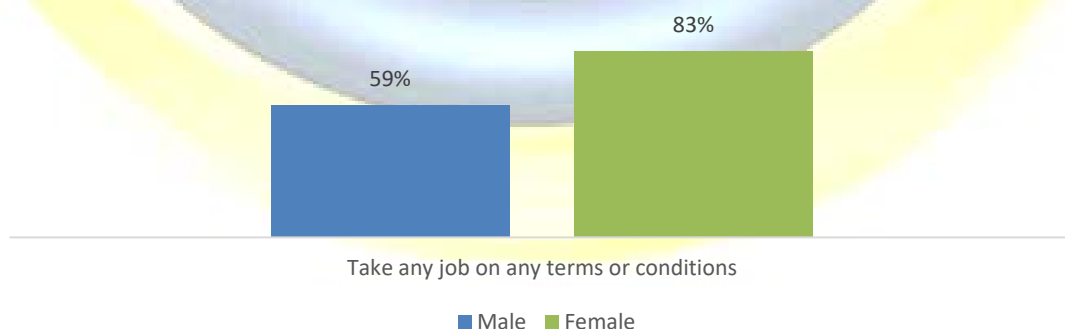
**We are only considering people above 18, who have a bachelor's degree or above, who have completed their education and are part of the active labor force. Thus, this does not include those with no formal education, students, retirees, those not willing to work etc.*

How willing are unemployed males and females to compromise on employment terms and conditions: 83% unemployed women are willing to compromise on employment terms and conditions, compared to 59% unemployed males.

Of the unemployed women, 98% are willing and available to work, while out of the unemployed males, 88% are willing and available to work.

The gender breakdown reveals some important findings. Unemployed females who are seeking work are more willing to take up any job on any terms or conditions. More specifically, 83% such females said that they were willing to take up any job regardless of the conditions while 59% males chose this option.

Gender Breakdown (Willingness to work on any terms and conditions)



Source: Gallup Pakistan Report based on Data Analytics on PLFS 2017-18 data by Government of Pakistan
<http://www.pbs.gov.pk>

41% Pakistani males in the above 18, bachelor's degree or above, unemployed but available to work cohort said that they would not be willing to take up work on any terms and conditions. Only 17% unemployed females in the same age and education cohort were not willing to compromise on terms and conditions and would only work for wage/salary on locally prevailing terms consistent with qualifications and experience.

More unemployed males as compared to unemployed females said that they would only be willing to work for wage/salary on locally prevailing terms consistent with qualifications and experience. These statistics reveal the gender asymmetry that is deeply embedded within the arena of employment in Pakistan.

These findings suggest that unemployed women are more willing to compromise on terms and conditions as compared to men. Reasons for these differences could possibly include lack of mobility for women and social and cultural norms which limit the employment options available to them, general lack of employment opportunities available to women and an overall gender bias in the market. In the Pakistani context, often, many women are forced to take up a job to make ends meet if there is no other breadwinner in the family; this could translate into women being more willing to compromise and take up any job that they are offered. Overall, however, these findings present a significant amount of disparity which should be probed further.



Special Release from Gallup Pakistan
*The Pakistani Affiliate of Gallup
International*



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Gilani Research Foundation is a not for profit public service project to provide social science research to students, academia, policy makers and concerned citizens in Pakistan and across the globe.

Gilani Research Foundation is headed by Dr. Ijaz Shafi Gilani who pioneered the field of opinion polling in Pakistan and established Gallup Pakistan in 1980. Currently Dr. Gilani, who holds a PhD from the Massachusetts Institute of Technology (MIT) and has taught at leading universities in Pakistan and abroad, is Chairman of Gallup Pakistan.

Contact us:

Phone: +92-51-2655630

E-mail: caf@gallup.com.pk

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