

GALLUP PAKISTAN ANALYSIS OF WORLD BANK ENTERPRISE SURVEY

Gender – World Bank Enterprise Survey 2022

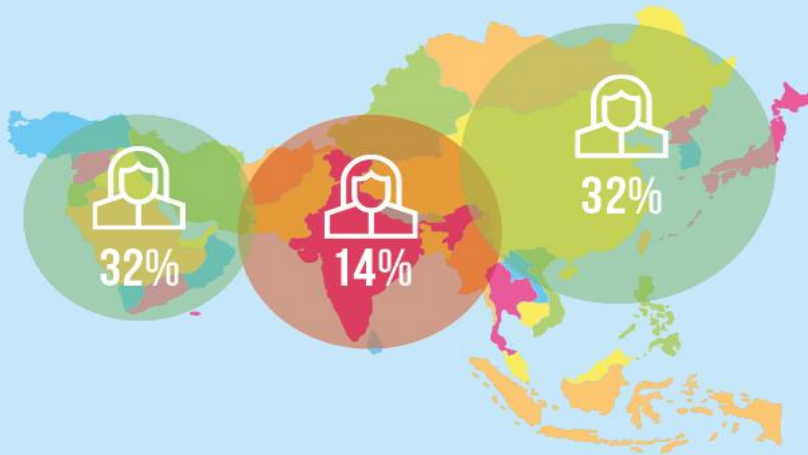


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PRESS RELEASE

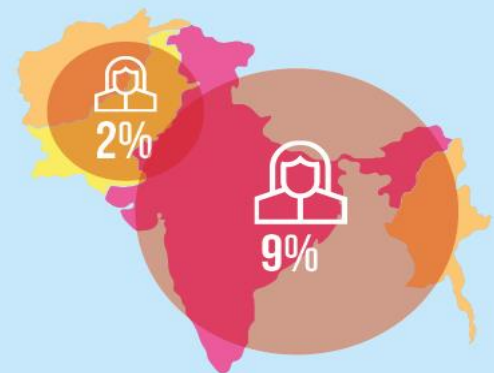
FEMALE PARTICIPATION IN EMPLOYMENT, TOP MANAGEMENT AND OWNERSHIP:

For every firm in Pakistan with a female owner, there are 3 in South Asia (14%) and 5 in the entire world (32%).



FEMALE PARTICIPATION IN OWNERSHIP VS. MAJORITY FEMALE OWNERSHIP:

Female participation in ownership vs. majority female ownership: Only 2% of the Pakistani firms have a majority female ownership, compared to the 14% of the entire world and the 9% of South Asia.



FEMALE PARTICIPATION IN EMPLOYMENT - PRODUCTION AND NON-PRODUCTION:

For a single female production worker in the manufacturing firms in Pakistan, there are 5 in South Asia (20%) and about 7 in the entire world (27%).



PRESS RELEASE

Gallup Pakistan Analysis of World Bank Enterprise Survey

Firms in Pakistan have only 3% permanent full-time employees that are female – Gender –
World Bank Enterprise Survey 2022

Islamabad, June 20, 2023

Gallup Pakistan, as part of its Big Data Analysis initiative, is looking at Gender (2022). This data is part of a publication by the World Bank called the ‘Enterprise Survey 2022’.

The complete Enterprise Survey 2022 is available [HERE](#).

What is the Big Data Analysis Series by Gallup:

Gallup Pakistan’s Big Data series was started by Bilal I Gilani, Executive Director of Gallup Pakistan. Bilal explains the rationale of the series: “The usual complaint from academics and policy makers is that Pakistan does not have data availability. Our experience negates that. Pakistan has lots of data, but it is not available in a usable form and not widely accessible. At Gallup we plan to bridge this gap in terms of accessibility and use of data. The Gallup Big Data series has earlier worked with data sets such as PSLM, Labor Force Survey, and Economic Survey reports as well as National Census Reports and Election Commission Data sets. The current series is using the World Bank Enterprise Survey, a periodic compilation which reports facts and perceptions of enterprises and businesses operating in Pakistan. We hope that these series are useful, and we welcome both feedback as well as possible collaborations as we create a public good in the form of useful data sets in Pakistan.

What data points this current edition covers:

This series aims to present the important learnings from the Enterprise Survey 2022 for policy makers, the public, as well as for marketers in an easy and understandable way. In particular, this edition looks at the female representation in firms as of 2022. The proportion of female employees both at a ground level and in leadership positions in companies can reveal important information about gender distribution across different fields and sectors, along with identifying pain points that can be worked on to achieve more diverse work environments. The series’ main aim is to provide data. Implications of these data points for the development sector as well as wider socio-political ramifications is something we would like to trigger in relevant circles.

Today's topic is "Female Representation (2022)"

Key Findings:

- 1. Female participation in employment, top management and ownership:** For every firm in Pakistan with a female owner, there are 3 in South Asia (14%) and 5 in the entire world (32%).
- 2. Female participation in ownership vs. majority female ownership:** Only 2% of the Pakistani firms have a majority female ownership, compared to the 14% of the entire world and the 9% of South Asia.
- 3. Female participation in employment - production and non-production:** For a single female production worker in the manufacturing firms in Pakistan, there are 5 in South Asia (20%) and about 7 in the entire world (27%).

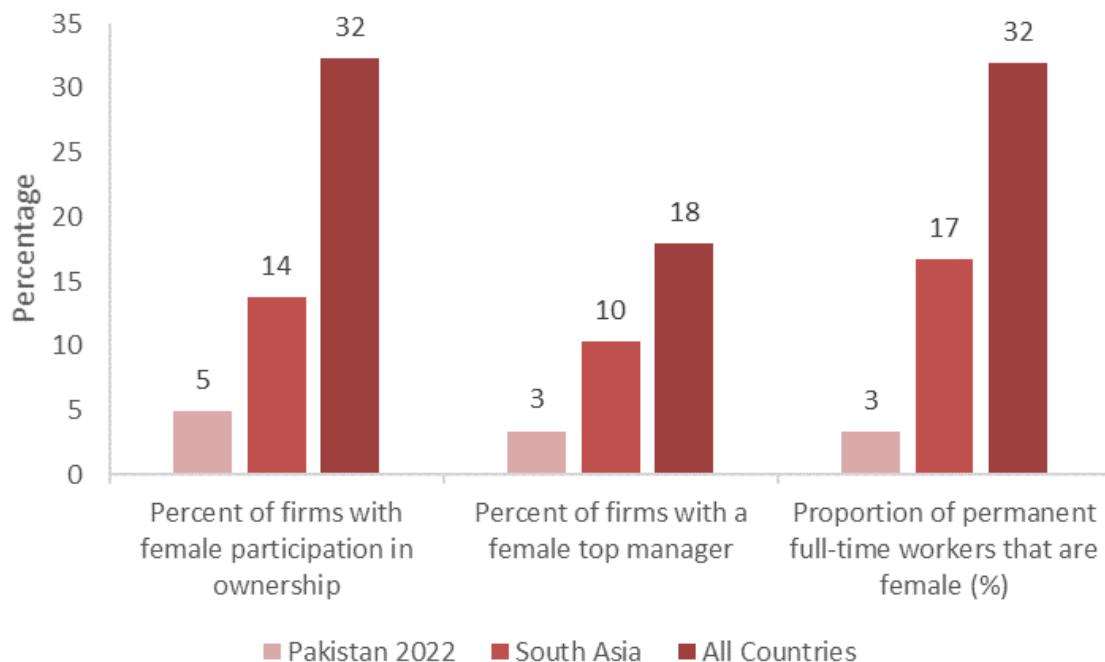
1. Female participation in employment, top management and ownership

For every 1 firm in Pakistan with a female owner, there are almost 3 in South Asia (14%) and around 5 (32%) in the entire world that have some sort of female participation in ownership.

The findings from the survey are represented in Figure 1. Only 5% of firms in Pakistan have female partnership in ownership, compared to 14% of South Asian firms and 32% of the world's firms. This means that for every 1 firm in Pakistan with a female owner, there are almost 3 in South Asia and around 5 in the entire world.

This disparity also continues into other forms of female participation, as only 3% of Pakistani firms have female top managers and proportion of full-time workers that are female. This is compared to 10% South Asian firms that have women as top managers and have women making up 17% of the permanent full-time workers. This is still almost 50% of the findings for all countries, where women make up 32% of the permanent full-time workforce.

Figure 1: Female participation in employment, top management and ownership



Source: World Bank Enterprise Survey; analyzed by Gallup Pakistan

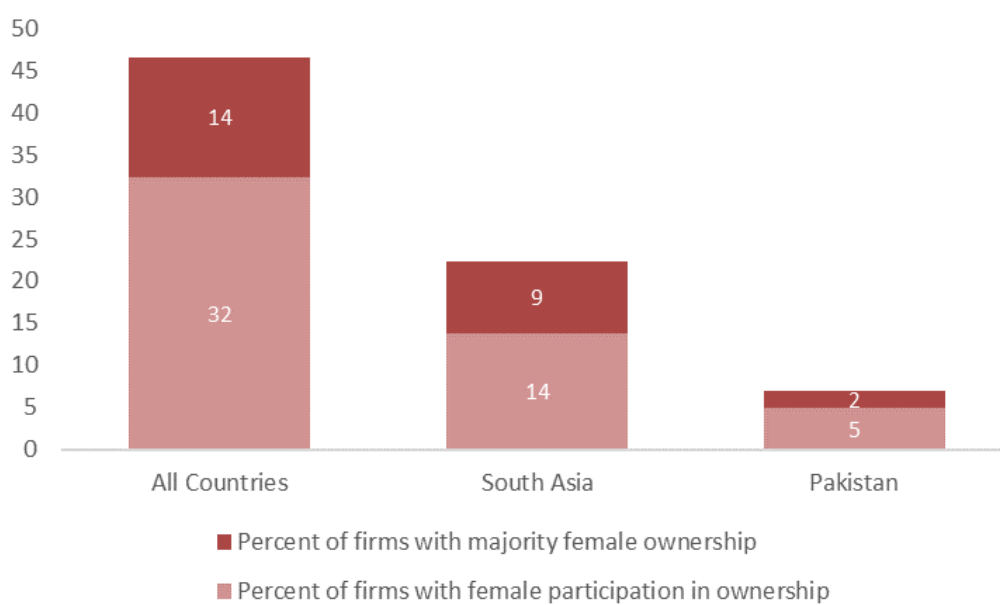
2. Female participation in ownership vs. majority female ownership

It is interesting to note that even for firms that have female ownership, there is a substantial difference between those that have some female participation in ownership and those that have majority female ownership. Whether Pakistan, South Asia, or the entire world, majority female ownership is significantly less than just some part in ownership.

Only 2% of the Pakistani firms have a majority female ownership, compared to the 14% of the entire world and the 9% of South Asia. This means that for every 1 Pakistani firm that is owned majorly by women, there are 7 such firms in the entire world and more than 4 just in South Asia. Even on a global scale, however, there are more than double the amount of firms with some female ownership (32%) than there are with majority female ownership (14%).

These differences imply a global trend that spans across South Asia and also within Pakistan: while female participation in ownership is a little more than quarter of the total ownership in firms across several different sectors, there are a considerably less amount of firms where female ownership is in majority.

Figure 2: Female participation in ownership vs. majority female ownership



Source: World Bank Enterprise Survey; analyzed by Gallup Pakistan

3. Female participation in employment - production and non-production

In manufacturing firms, there is a higher proportion of women employed in non-production roles compared to production roles. For a single female production worker in the manufacturing firms in Pakistan, there are 4 in South Asia and more than 5 in the entire world. In the Pakistani workforce, there are only 4% and 5% females in production and non-production roles, respectively. This value is drastically higher for South Asia as a whole, at 20%.

However, the global proportion of women in permanent full-time roles decreases for those in production roles - it lowers from 38% to 27%. For Pakistan, this decline is only by 1%.

Figure 3: Female participation in employment - production and non-production



Source: World Bank Enterprise Survey; analyzed by Gallup Pakistan

It should be noted that the Enterprise Survey excluded sectors like agriculture, fishing, public administration, education, and health, focusing primarily on firms involved in manufacturing, retail, IT and the hospitality industry. Being a primarily agriculture-driven country with a large rural population, there is a greater number of women employed in farming and more informal industries. Regardless, the alarmingly low rates of female participation in the firms surveyed, compared to the region and the world, can be a cause of concern for policymakers and governing bodies.

Wish to Contribute to Gallup Big Data Analysis?

Gallup Pakistan is looking for collaboration with researchers to expand the Big Data Analysis project. If you have any ideas, please write to Bilal I Gilani, Project Director, Big Data Analysis at Gallup Pakistan.

Wish to know more about the Enterprise Survey 2022?

The Enterprise Surveys (ES) focus on many aspects of the business environment. These factors can be accommodating or constraining for firms and play an important role in whether an economy's private sector will thrive or not. An accommodating business environment is one that encourages firms to operate efficiently. Such conditions strengthen incentives for firms to innovate and to increase productivity — key factors for sustainable development. A more productive private sector, in turn, expands employment and contributes taxes necessary for public investment in health, education, and other services. Questions contained in the ES aim at covering most of the topics mentioned above. The topics include infrastructure, trade, finance, regulations, taxes and business licensing, corruption, crime and informality, access to finance, innovation, labor, and perceptions about obstacles to doing business.

The ES are repeated approximately every four years for a particular economy (or region). By tracking changes in the business environment, policymakers and researchers can look at the effects of policy and regulatory reforms on firm performance. Repeated surveys aid in studying the evolution of the business environment and how it affects the dynamics of the private sector.

You can find more information on the Enterprise Survey, and complete tables, on

www.worldbank.org

Or visit:

[Enterprise Surveys 2022](#)

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