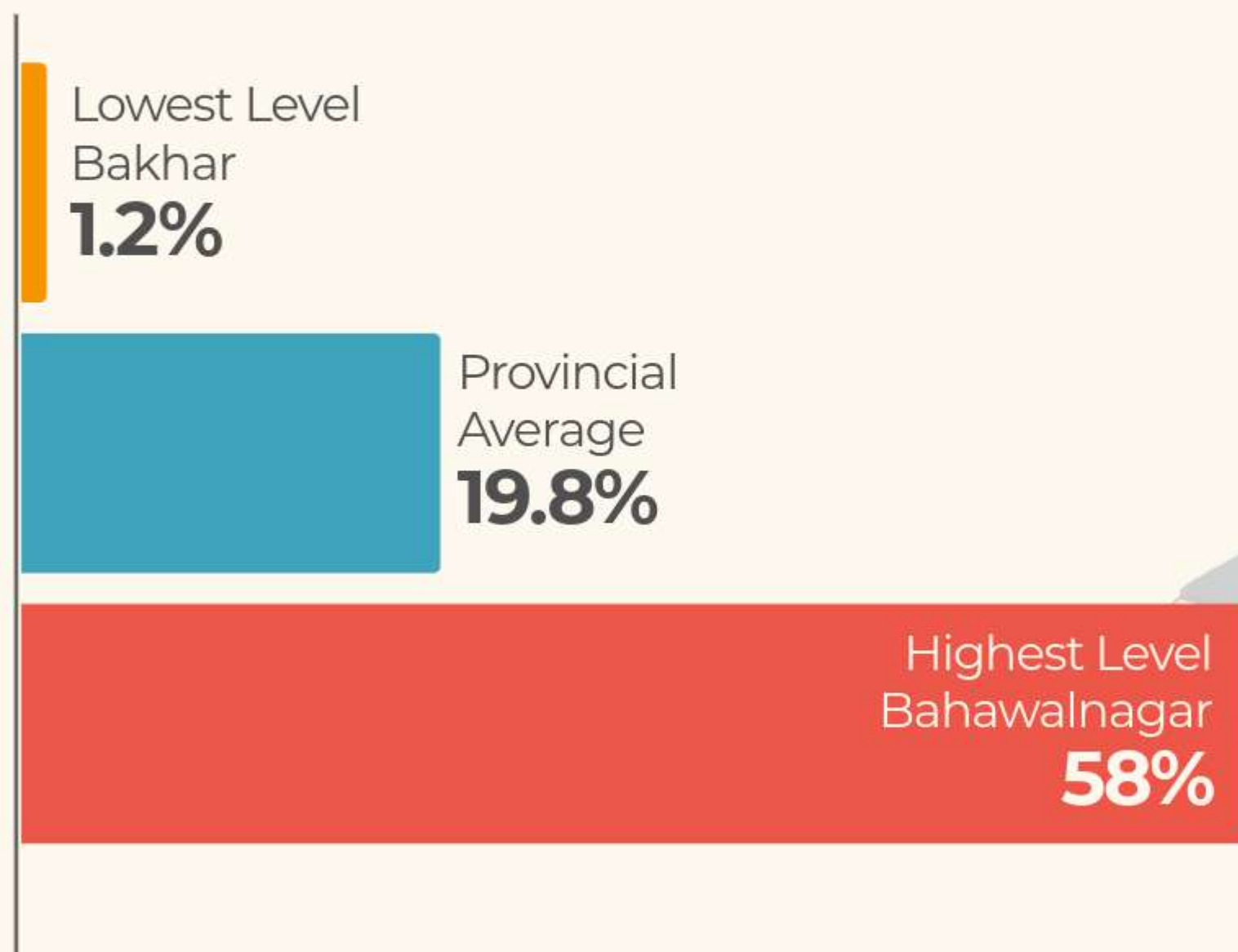


Women & Employment

In Punjab, Women Are Most Likely to Work for Pay Where Poverty Is Highest

Female Household Member Works for Pay (%)



Source: Gallup & Gilani Pakistan
(www.gallup-international.com;
www.gallup.com.pk www.gilanifoundation.com)





(Also emailed*/faxed separately)



PRESS RELEASE

Big Data Analysis Women & Employment

In Punjab, Women Are Most Likely to Work for Pay Where Poverty Is Highest

(Islamabad), 24th June 2026

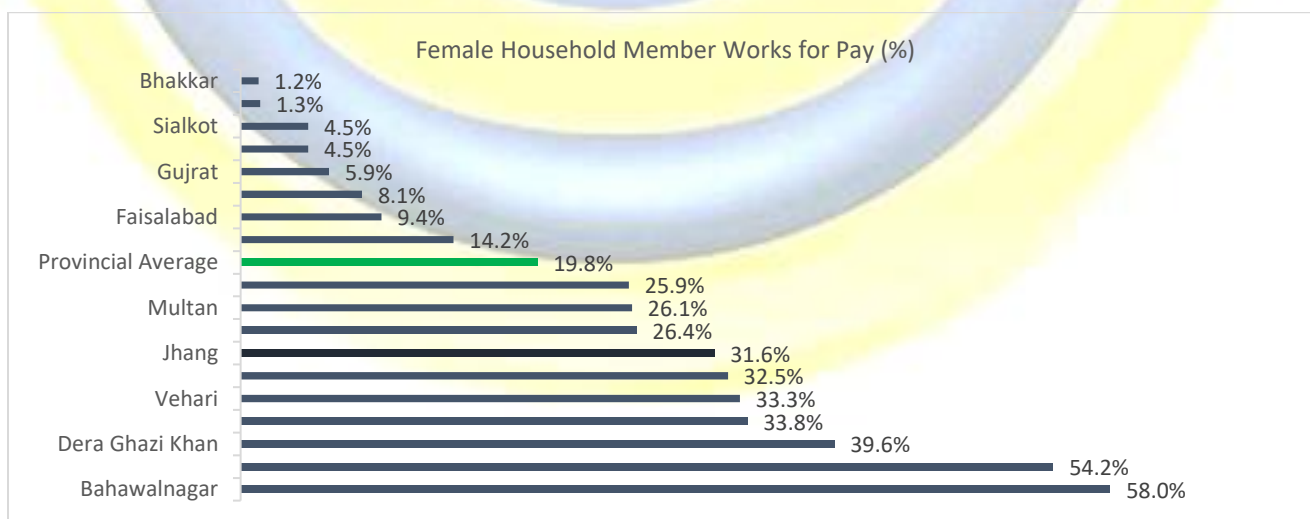
Gallup Pakistan Digital Analytics has developed district-level dashboards that reveal why province-wide averages often hide more than they explain. A striking example comes from female paid work in Punjab. While the provincial average stands at 19.8%, district-level figures vary enormously—from 58.0% in Bahawalnagar to just 1.2% in Bhakkar, a gap of nearly 57 percentage points.

The highest levels of female paid work are concentrated in South Punjab. Bahawalnagar (58.0%), Lodhran (54.2%), and Dera Ghazi Khan (39.6%) lead the province, while districts such as Lahore (14.2%), Faisalabad (9.4%), Gujrat (5.9%), Sialkot (4.5%), and Bhakkar (1.2%) report much lower levels.

At first glance, higher female employment might appear to signal stronger economic opportunities for women. However, the geographic pattern suggests a more complex reality. Many of the districts with the highest reported female paid work are also among Punjab's less developed and poorer districts. In these areas, women's participation in paid work may be driven less by expanded opportunity and more by economic necessity.

Conversely, some of Punjab's wealthier and more urbanized districts report substantially lower rates. This suggests that female labor force participation figures, on their own, do not necessarily indicate greater empowerment or better economic conditions. In many cases, they may also reflect the degree of financial pressure facing households.

The findings highlight why district-level analysis matters. A province-wide average of 19.8% masks enormous variation across Punjab and demonstrates that understanding women's economic participation requires looking beyond the headline number to the local realities underneath it.



Source: Gallup & Gilani Pakistan
(www.gallup-international.com; www.gallup.com.pk; www.gilanifoundation.com)

This analysis was conducted using the Gallup Pakistan Digital Analytics District Dashboard, based on household survey data covering Punjab. The indicator measures the percentage of households reporting that a female household member (including wife) works for pay. Provincial average: 19.8% (n=5,213).



Opinion Poll from Gallup Pakistan
The Pakistani Affiliate of Gallup
International



GILANI RESEARCH
FOUNDATION

Wednesday, 24th June 2026

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Gilani Research Foundation is a not-for-profit public service project to provide social science research to students, academia, policymakers, 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 Ph.D. from the Massachusetts Institute of Technology (MIT) and has taught at leading universities in Pakistan and abroad, is Chairman of Gallup Pakistan.

If you have any further questions regarding this poll, please feel free to contact us.

*Best Regards,
Gallup Pakistan*

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Daily Gilani Poll
2026



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(1980-2026)