

Pakistan

Labour Force Survey

2024 – 25

Key Findings on Employment, Labour Force Participation,
Wages, Industry & Social Protection

n = 325,445 individuals | 4 Provinces | Weighted Estimates

Gallup Pakistan | Pakistan Bureau of Statistics

Population 15+ • Urban & Rural • KP, Punjab, Sindh, Balochistan

What This Report Covers

01

Labour Force Participation

LFPR by sex, province, age group, urban/rural

0

Working Hours & Wages

5

Hours worked, monthly wages by sex, province, age

0

Employment & Unemployment

2

Employment rates, unemployment by sex and province

0

Education & Literacy

6

Literacy rates, education attainment by sex and region

0

Employment Type

3

Formal vs informal, employer, self-employed, family worker

0

Social Protection

7

Pension, leave entitlements by sex and province

0

Occupation & Industry

4

ISCO occupation groups, ISIC sectors by sex

0

Youth & Underemployment

8

Youth unemployment, underemployment by sex

Labour Force Participation Rate

Population 15+ | Weighted Estimates | LFS 2024-25

81.4%

Male LFPR

4 in 5 men active

27.8%

Female LFPR

Persistent gender gap

55.0%

Overall LFPR

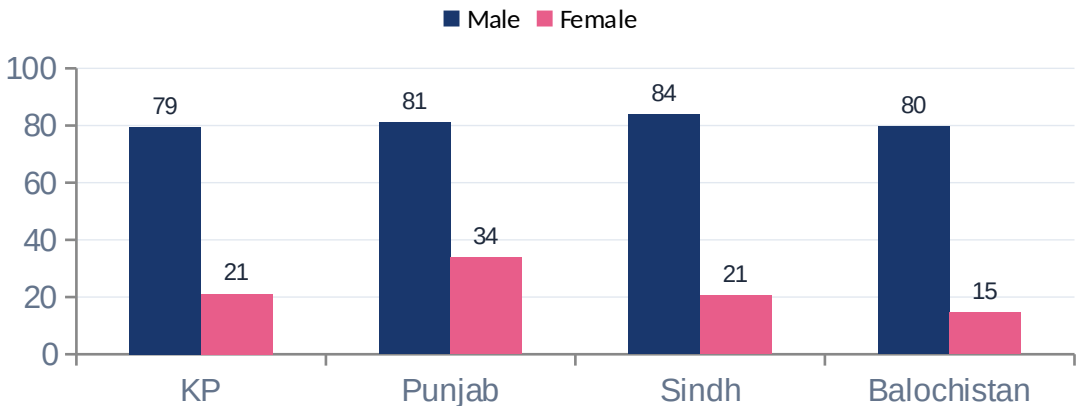
Combined 15+ pop.

53.6pp

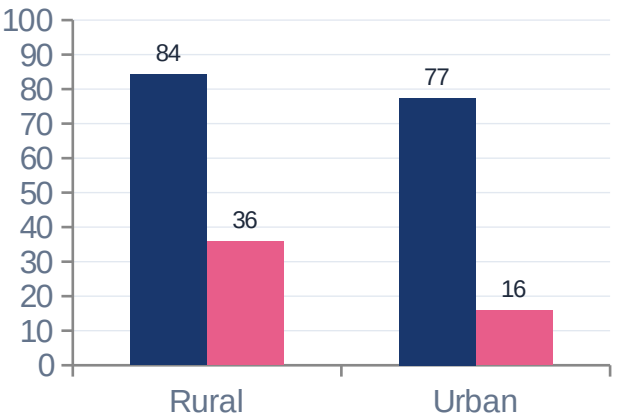
Gender Gap

Male minus Female

LFPR by Province & Sex (%)

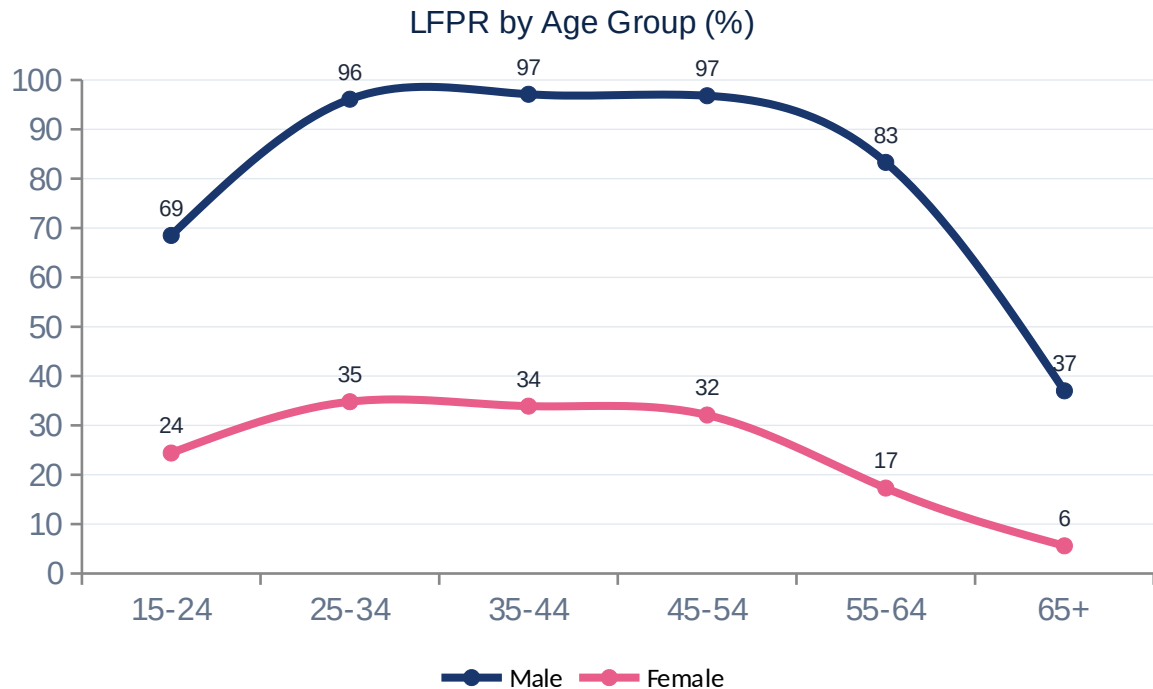


LFPR: Urban vs Rural (%)



LFPR by Age Group & Sex

Working-age profile | LFS 2024-25



96-97%

Prime Age

Male LFPR at 25-54 years

44pp

Youth Gap

Male 68.5% vs Female 24.4% (15-24)

Sharp

Post-55 Drop

Both sexes withdraw after 55

35%

Female Peak

Peaks at age 25-34 then flat

Employment & Unemployment

Population 15+ | LFS 2024-25

76.3%

Male Employment

Of pop. 15+

24.5%

Female Employment

Of pop. 15+

6.3%

Male Unemp. Rate

Of labour force

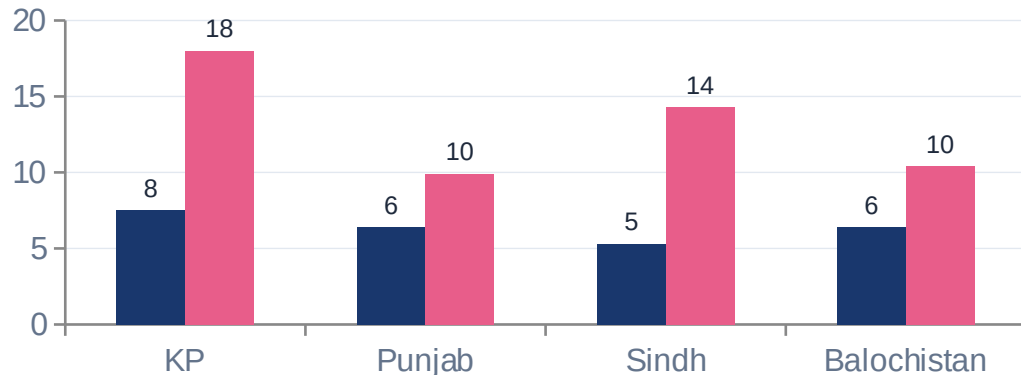
11.7%

Female Unemp. Rate

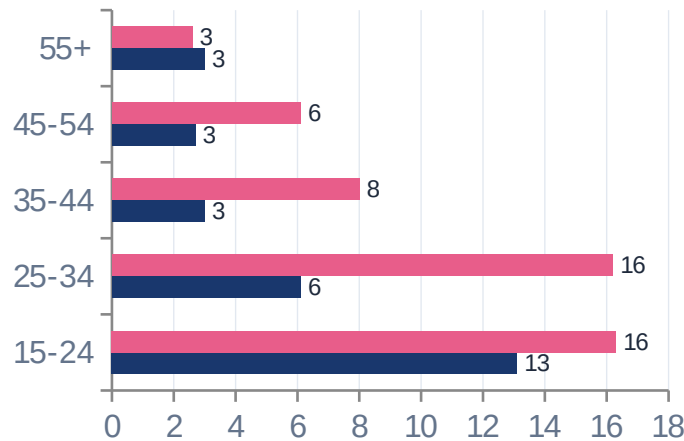
Of labour force

Unemployment Rate by Province & Sex (%)

■ Male ■ Female



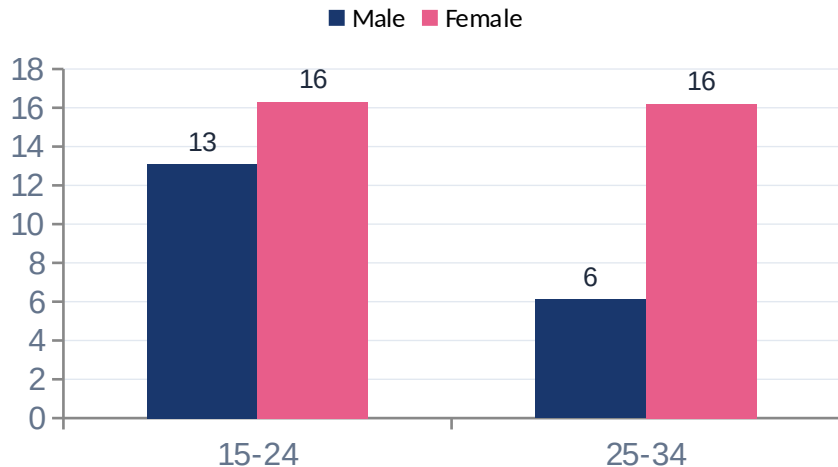
Unemployment by Age Group (%)



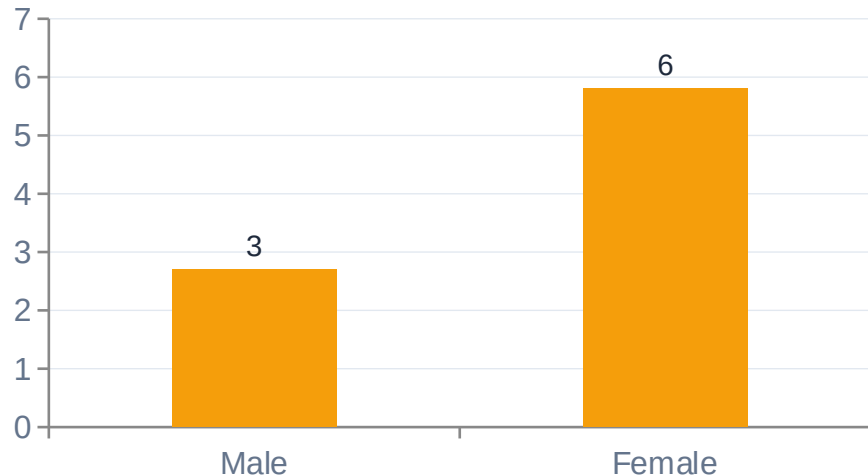
Youth Unemployment & Underemployment

Ages 15-34 | LFS 2024-25

Youth Unemployment Rate (%)



Underemployment Rate by Sex (%)

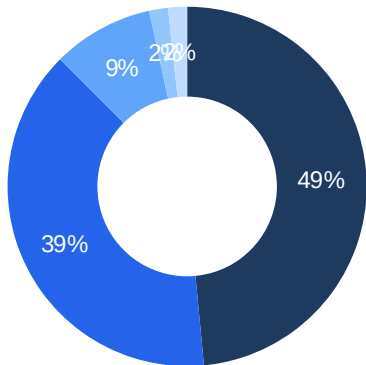


- ▶ Female unemployment barely falls (16.2%) into 25-34 age group — males nearly halve
- ▶ Women are 2.1x more likely to be underemployed than men (5.8% vs 2.7%)
- ▶ KP has the highest female unemployment at 18.0%; Sindh lowest male at 5.3%

Employment Type & Informality

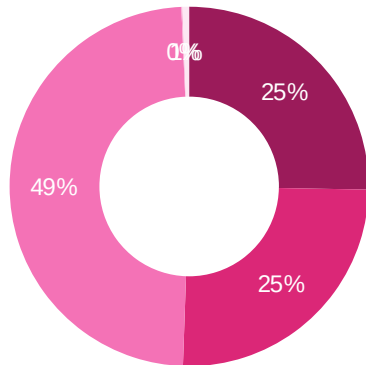
Employed population | LFS 2024-25

Male Employment Type



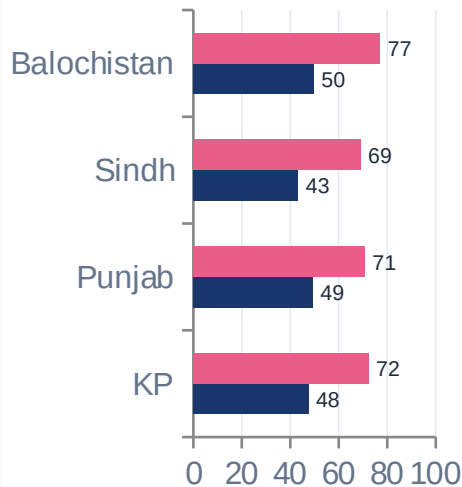
■ Employee ■ Self-Employed ■ Family Worker
■ Employer ■ Other

Female Employment Type



■ Employee ■ Self-Employed ■ Family Worker
■ Employer ■ Other

Informal Emp. %



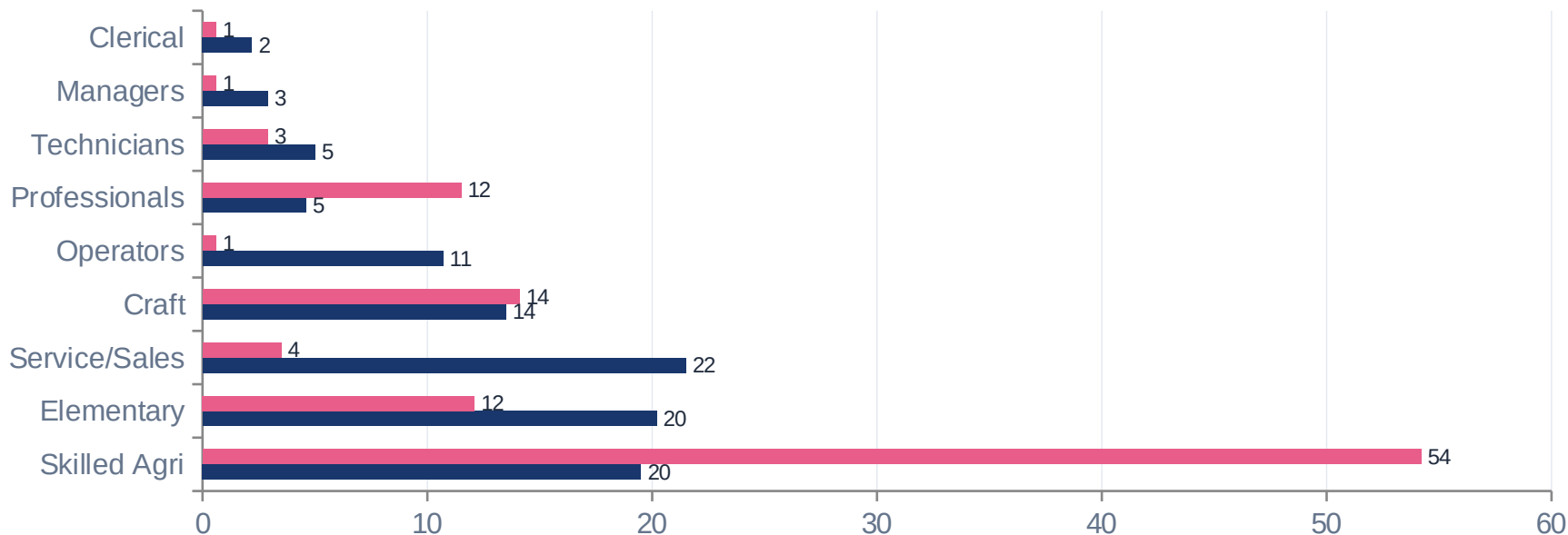
70.9% of employed women are informal (family workers + self-employed) vs **47.6%** of men | 48.8% of employed women are unpaid family workers

Occupation Structure (ISCO)

Employed population | LFS 2024-25

Occupation Distribution by Sex (% of employed)

Female Male



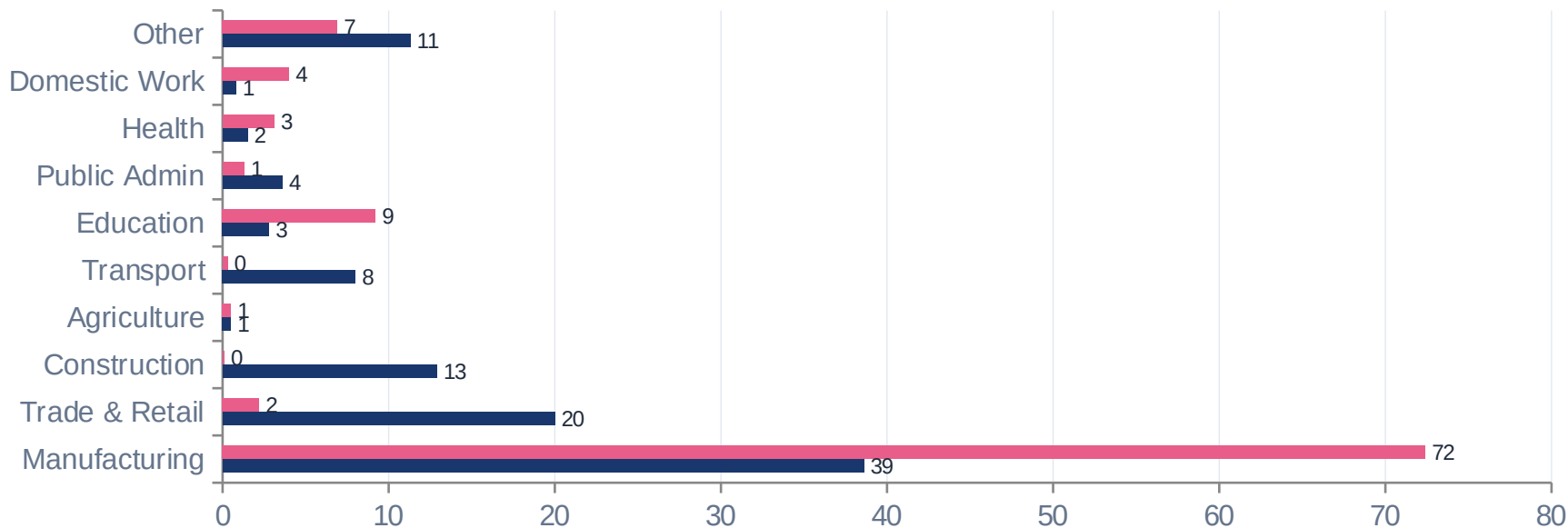
54% of employed women work in Skilled Agriculture vs 19.5% of men | Women 2.5x more likely to be Professionals than men

Industry Distribution (ISIC)

Employed population | LFS 2024-25

Industry Sector by Sex (% of employed)

Female Male



72.4% of employed women are in manufacturing (largely home-based/cottage industry) | Trade & construction are male-dominated (20% + 13%)

Working Hours

Actual hours worked per week | LFS 2024-25

50.1h

Male Avg. Hours

Per week

35.7h

Female Avg. Hours

Per week

14.4h

Gender Difference

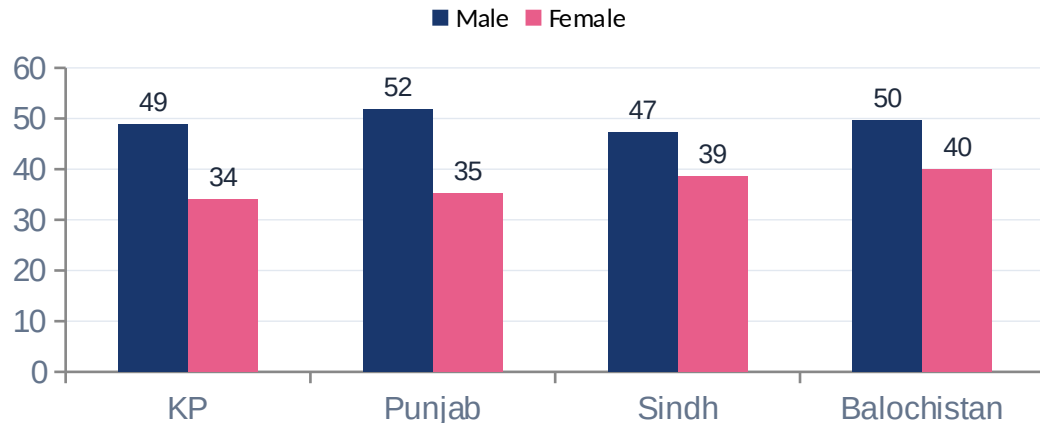
Men work more

5.8%

Female Underemployed

Want more hours

Avg. Hours Worked by Province & Sex



Hours in Context

- Men in Punjab log the most hours at 51.8h/wk
- Balochistan women work more than other provinces (39.9h)
- ILO standard: 35-48h per week is full-time
- Males average 43% more hours than females
- 2.7% of males are underemployed (vs 5.8% of females)

Monthly Wages (Employees)

Net earnings – employees only | LFS 2024-25

PKR 48,713

Male Avg. Wage
Monthly net

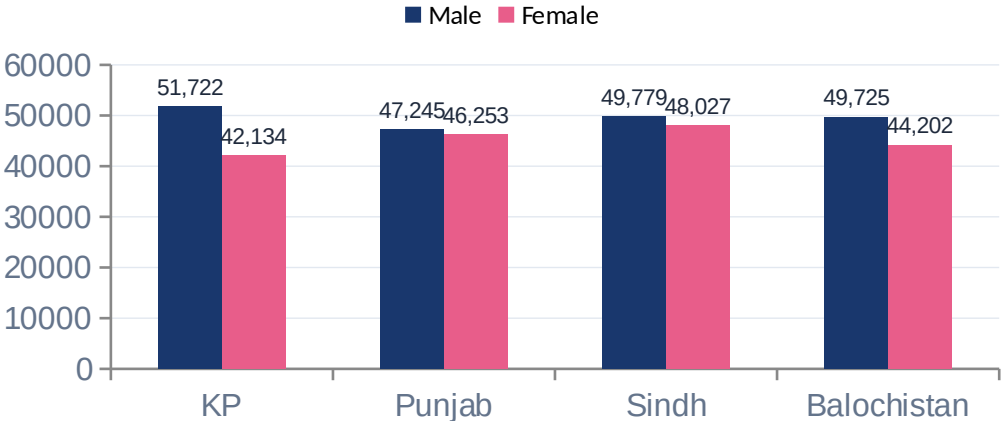
PKR 45,856

Female Avg. Wage
Monthly net

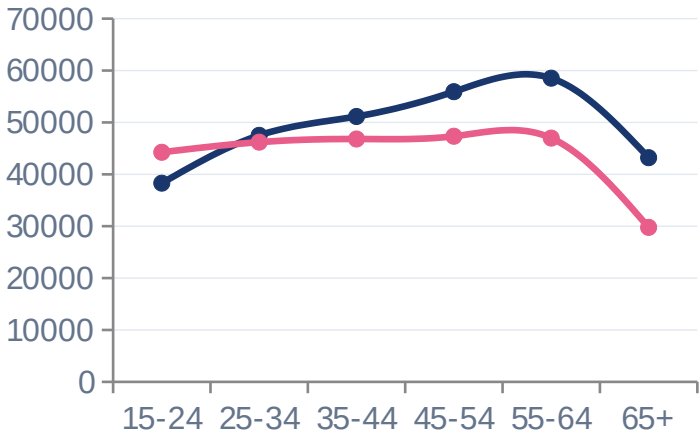
PKR 2,857

Wage Gap
Male premium

Avg. Monthly Wage by Province & Sex (PKR)



Wage by Age Group (PKR)



Wage Dynamics: Key Insights

Employee earnings | LFS 2024-25



Young Women Earn More Initially

Women aged 15-24 earn PKR 44,244/month vs men at PKR 38,286 — a positive early-career differential, likely reflecting selection into formal jobs.



Sindh Highest Female Wages

Employed women in Sindh earn the most at PKR 48,027/month, possibly reflecting urban Karachi concentration.



Male Wages Rise Steeply with Age

Male wages rise from PKR 38K at 15-24 to PKR 58.5K at 55-64 (+53%). Female wages plateau early at ~PKR 47K across all prime working ages.



Most Women NOT in Wage Employment

Only 25.3% of employed women are employees. The wage statistics capture a selected, more formal sub-group of all employed women.



KP Shows Largest Gender Gap

KP males earn PKR 51,722 vs females at PKR 42,134 — a gap of PKR 9,588. Punjab shows the smallest gap at only PKR 992/month.



Informal Work Hides True Gaps

47.6% of men and 70.9% of women work informally without formal wages — aggregate gender pay gap is likely larger than employee data suggests.

Literacy Rates

Population 10+ | LFS 2024-25

77.8%

Male Literacy
10+ population

56.3%

Female Literacy
10+ population

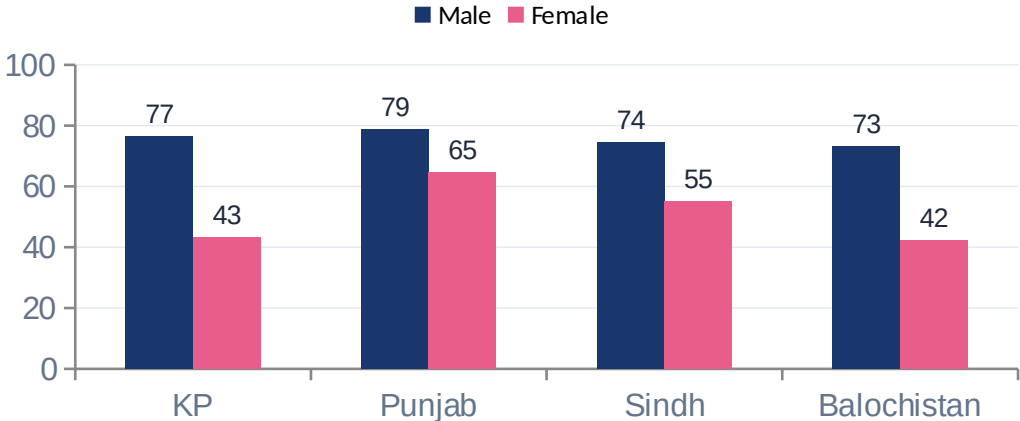
21.5pp

Literacy Gap
Male minus Female

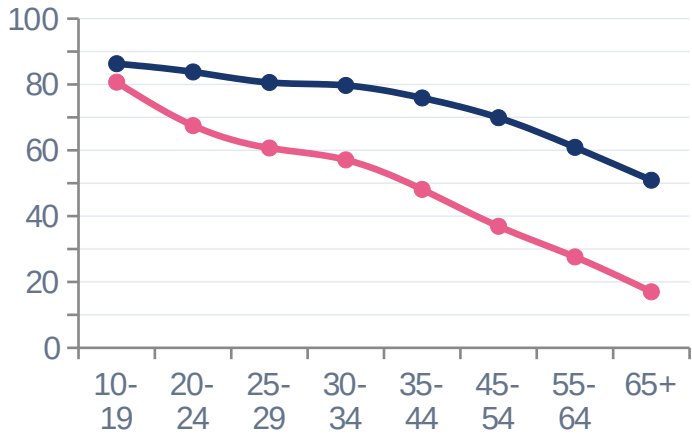
86.3%

Youth Male (10-19)
Highest cohort

Literacy by Province & Sex (%)



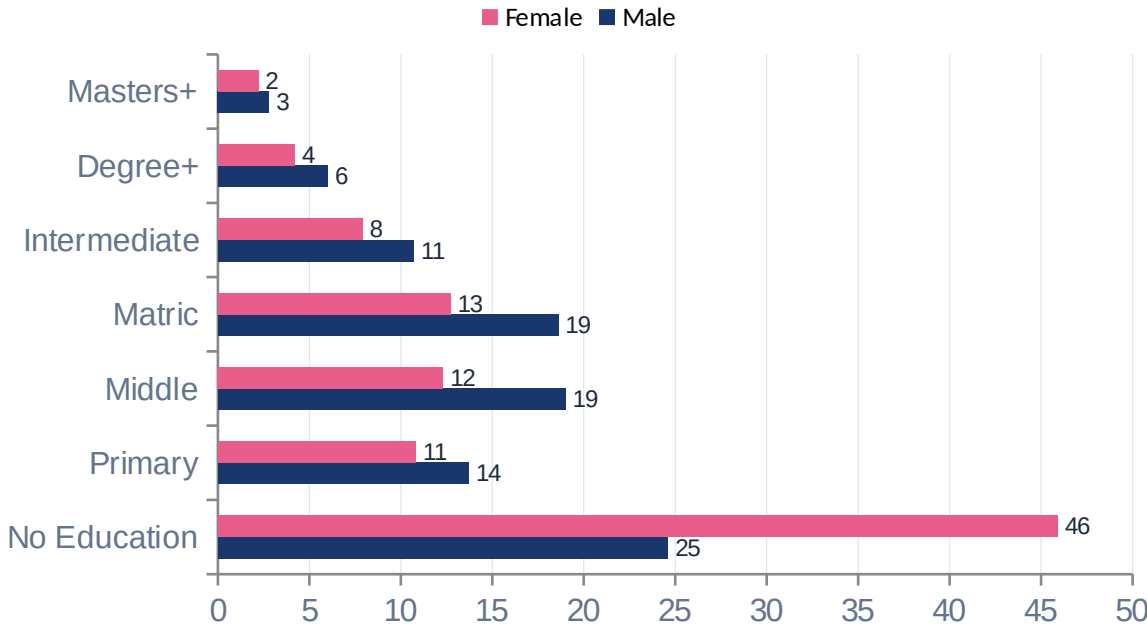
Literacy by Age Group (%)



Educational Attainment

Population 15+ | LFS 2024-25

Educational Attainment by Sex (%)



45.9%

Women with no formal education

24.6%

Men with no formal education

13.0%

Women with degree-level education

8.8%

Men with degree-level education

Social Protection for Employees

Formal employees only | LFS 2024-25

18.5%

Female Pension
Of employees

13.6%

Male Pension
Of employees

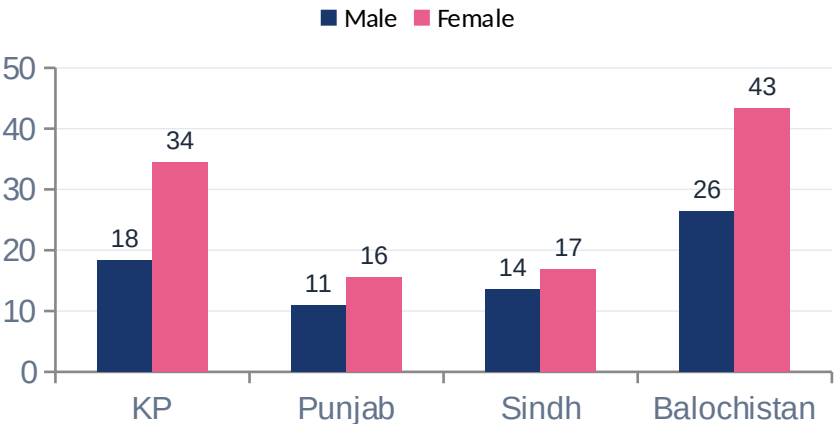
33.5%

Female Sick Leave
Of employees

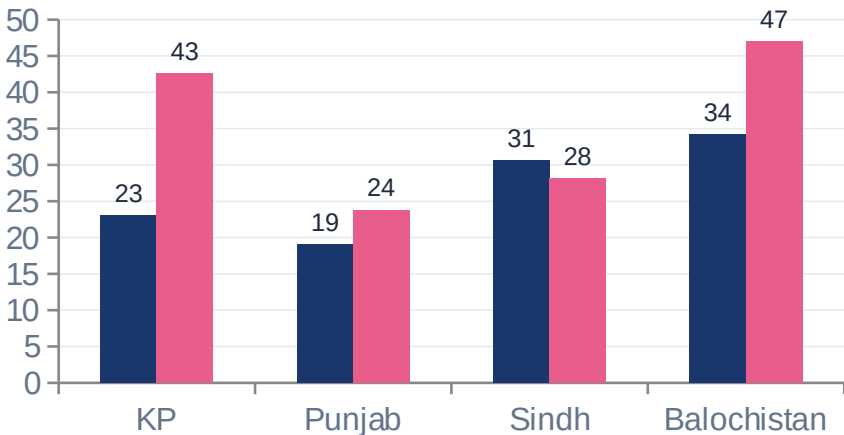
29.8%

Male Sick Leave
Of employees

Pension Coverage by Province & Sex (%)



Annual Leave Coverage by Province & Sex (%)



Social Protection: What the Data Tell Us

Formal employees only | LFS 2024-25

Social Protection Coverage by Sex (%)



Employed Women Have Better Coverage

Counter-intuitively, employed women have higher social protection than men across all 3 indicators — suggesting selection into more formal/public sector roles.

Balochistan Leads Coverage

KP and Balochistan show the highest coverage rates. Balochistan females: 43.3% pension, 54.8% sick leave — likely driven by public sector employment.

Punjab Lags

Punjab — despite being the industrial heartland — shows the lowest coverage rates (pension: 10.9% M / 15.6% F), reflecting dominance of informal manufacturing.

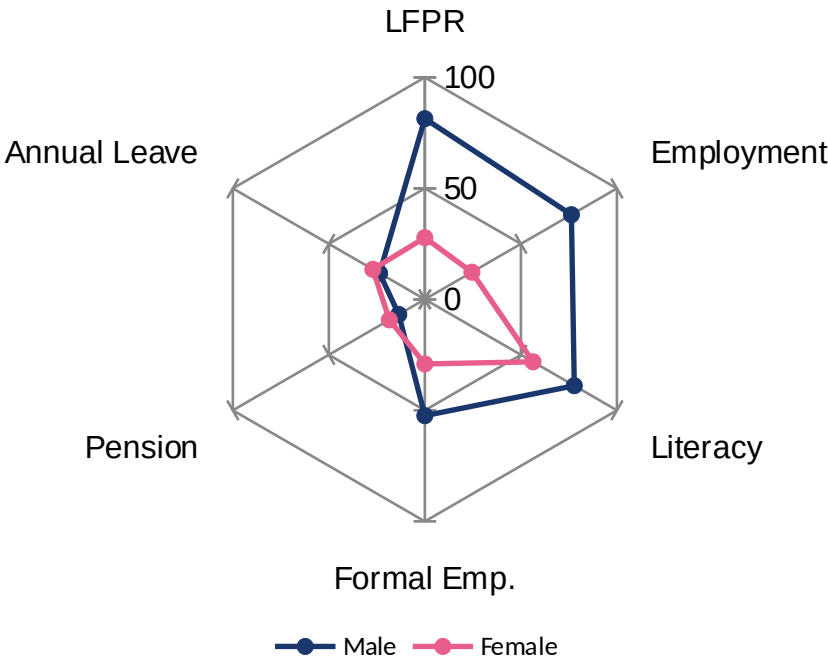
Still Majority Unprotected

Even among formal employees, over 66% of men and 66% of women have no pension. Coverage gap remains severe across all provinces.

Gender at a Glance

Male vs Female comparison | LFS 2024-25

Key Indicators Comparison (%)



Indicator	Male	Female	Gap
LFPR (%)	81.4	27.8	53.6pp
Employment Rate (%)	76.3	24.5	51.8pp
Unemployment Rate (%)	6.3	11.7	+5.4pp
Literacy Rate (%)	77.8	56.3	21.5pp
Informal Employment (%)	47.6	70.9	+23.3pp
Avg. Hours/Week	50.1	35.7	14.4h
Avg. Monthly Wage (PKR)	48,713	45,856	PKR 2,857

Provincial Profile: Khyber Pakhtunkhwa (KP)

LFS 2024-25

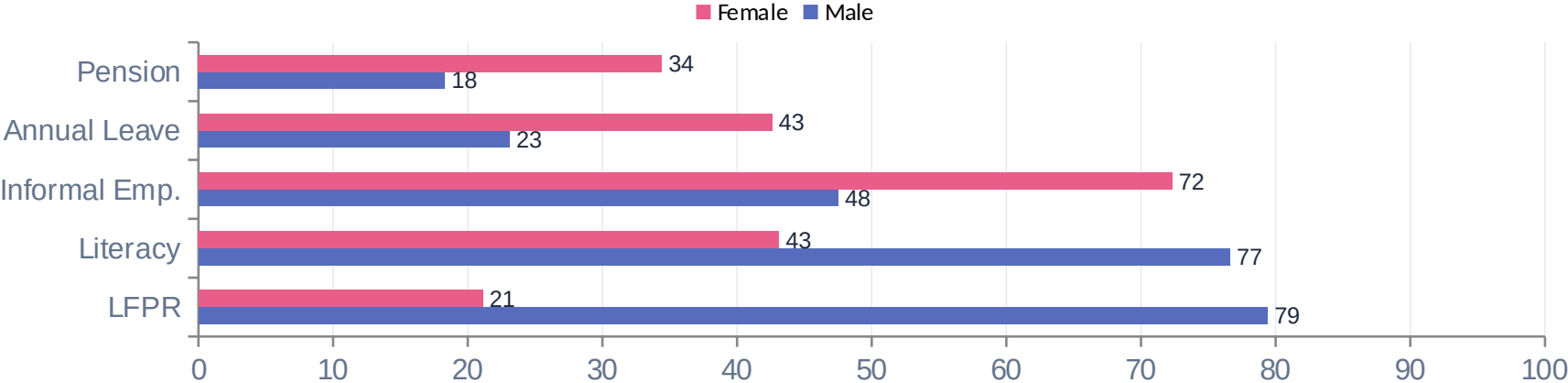
79.4%
Male LFPR

21.1%
Female LFPR

7.5%
Male Unemp.

18.0%
Female Unemp.

KP: Key Labour Market Indicators by Sex (%)



Provincial Profile: Punjab

LFS 2024-25

81.1%

Male LFPR

33.8%

Female LFPR

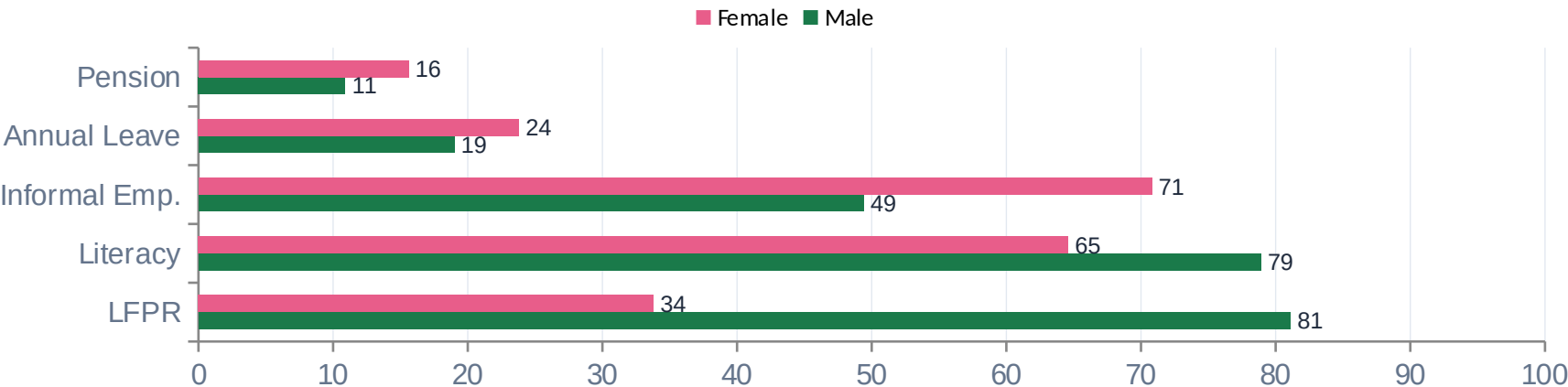
6.4%

Male Unemp.

9.9%

Female Unemp.

Punjab: Key Labour Market Indicators by Sex (%)



Provincial Profile: Sindh

LFS 2024-25

83.9%

Male LFPR

20.5%

Female LFPR

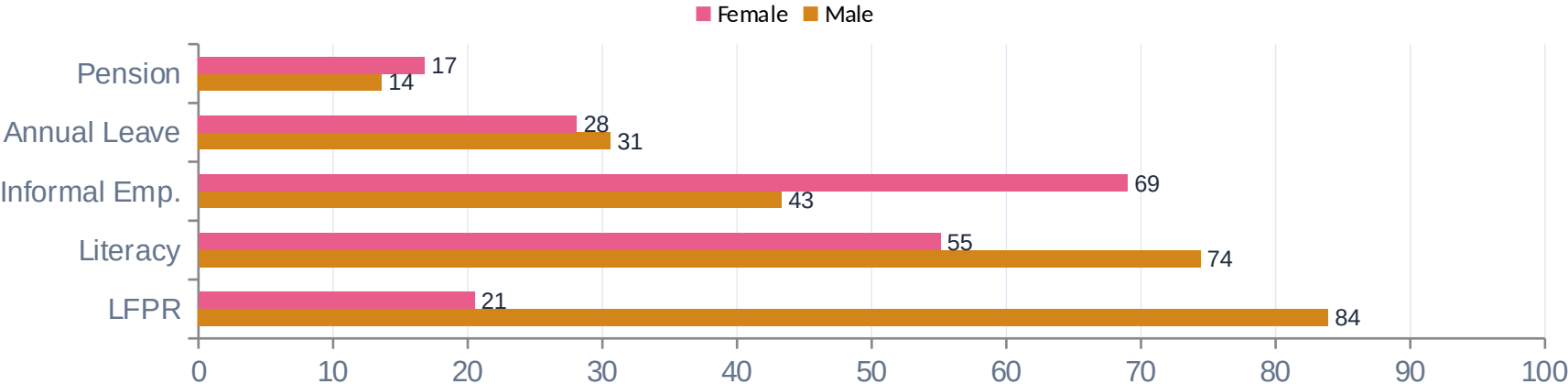
5.3%

Male Unemp.

14.3%

Female Unemp.

Sindh: Key Labour Market Indicators by Sex (%)



Provincial Profile: Balochistan

LFS 2024-25

79.6%

Male LFPR

14.5%

Female LFPR

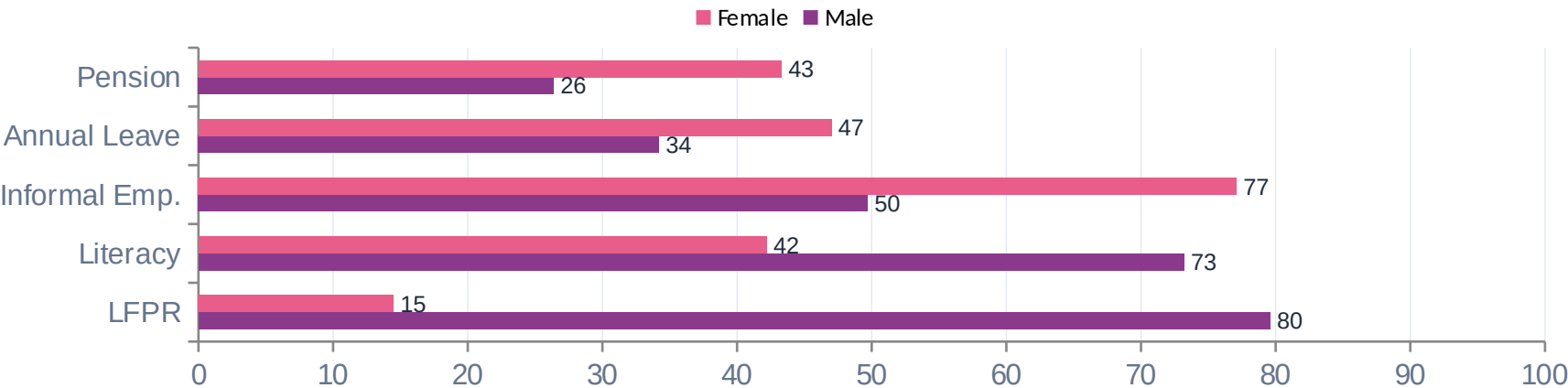
6.4%

Male Unemp.

10.4%

Female Unemp.

Balochistan: Key Labour Market Indicators by Sex (%)



Provincial Comparison at a Glance

All 4 provinces | LFS 2024-25

Indicator	KP	Punjab	Sindh	Balochistan
Male LFPR (%)	79.4	81.1	83.9	79.6
Female LFPR (%)	21.1	33.8	20.5	14.5
Male Unemp. (%)	7.5	6.4	5.3	6.4
Female Unemp. (%)	18.0	9.9	14.3	10.4
Male Literacy (%)	76.6	78.9	74.4	73.2
Female Literacy (%)	43.1	64.6	55.1	42.2
Male Avg. Wage (PKR)	51,722	47,245	49,779	49,725
Female Avg. Wage (PKR)	42,134	46,253	48,027	44,202
Male Informal Emp. (%)	47.5	49.4	43.3	49.7
Female Informal (%)	72.3	70.8	69.0	77.1
Female Pension (%)	34.4	15.6	16.8	43.3

Urban vs Rural Labour Markets

By sex and residence | LFS 2024-25

84.2%

Rural Male LFPR

35.8%

Rural Female LFPR

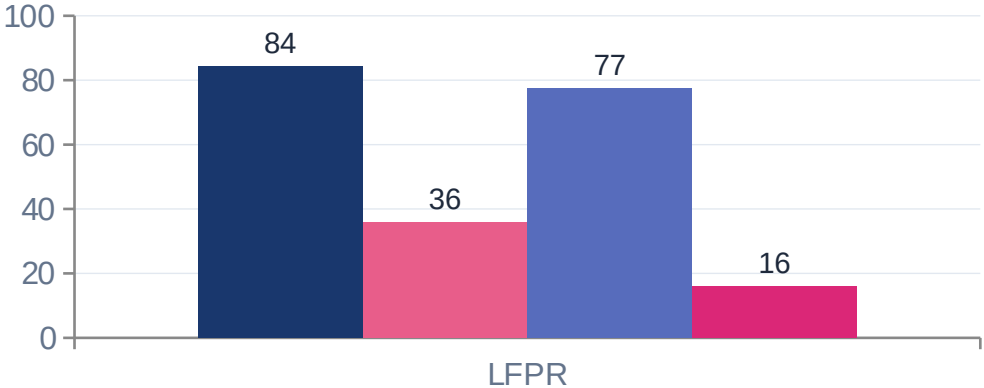
77.4%

Urban Male LFPR

15.9%

Urban Female LFPR

Labour Force Participation Rate (%)



■ Rural Male ■ Rural Female ■ Urban Male ■ Urban Female

Rural women work more

Rural female LFPR is 35.8% vs just 15.9% urban — driven by agricultural/home-based work in rural areas.

Urban men also lower

Urban male LFPR (77.4%) is lower than rural (84.2%), possibly reflecting longer education periods in cities.

Gender gap wider in urban areas

Urban gender gap: 61.5pp. Rural gap: 48.4pp. Urban women face stronger barriers to formal work.

Rural women: agriculture anchor

54% of employed rural women work in skilled agriculture —

The Informal Economy

Employment vulnerability | LFS 2024-25

70.9%

Female Informality
Self-emp + family worker

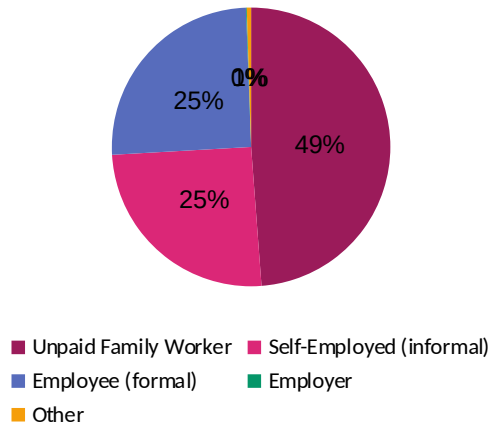
47.6%

Male Informality
Self-emp + family worker

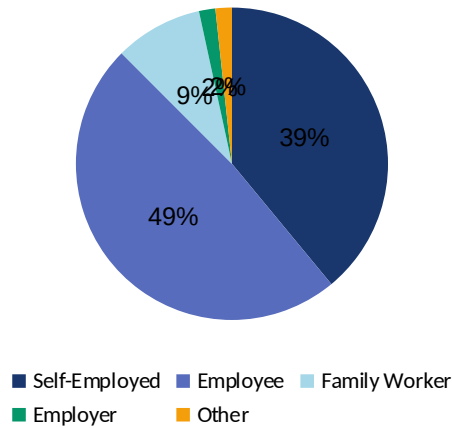
48.8%

Female Family Workers
Unpaid contribution

Female Employment Breakdown (%)



Male Employment Breakdown (%)

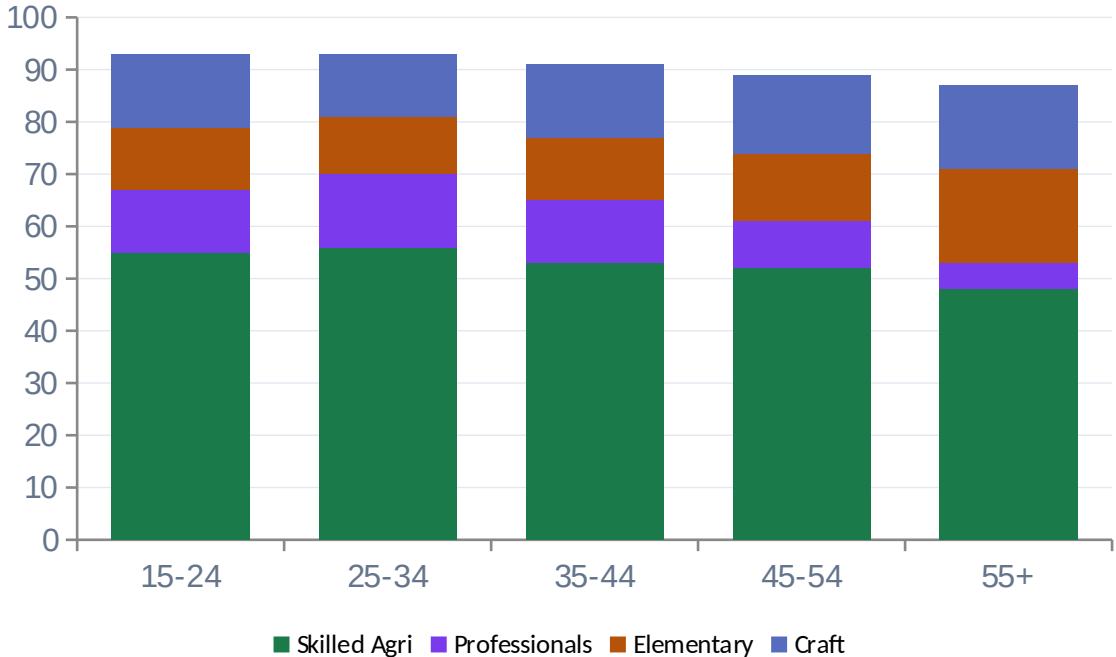


Informality is gendered: nearly 3 in 4 employed women have no formal employment relationship vs 1 in 2 men

Occupation & Age: Female Workers

Employed women by age group | LFS 2024-25

Female Occupation Distribution by Age Group (estimated %)



Agriculture Dominates

Over 50% of employed women across all age groups work in skilled agriculture — including livestock, poultry, and crop work.

Young Women as Professionals

Women aged 25-34 have the highest share of professionals (14%) — teachers, doctors, nurses driving educated female employment.

Professional Share Falls with Age

Professionals drop to just 5% among women 55+ as career exit is common in the 40s-50s age bracket.

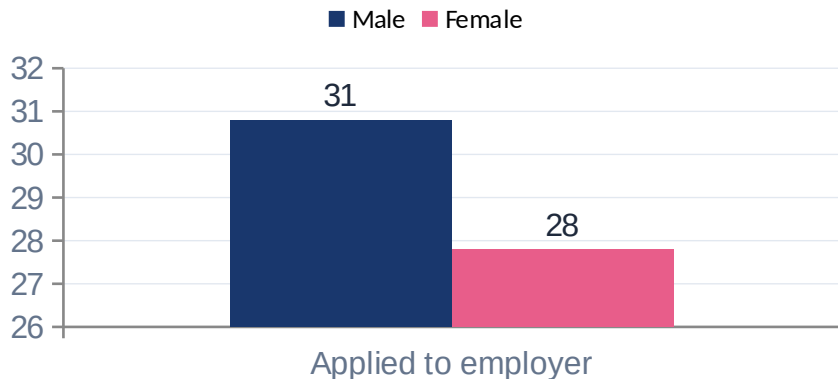
Elementary Work Rises Later

Elementary occupations grow among older women — suggesting downward mobility or informal re-entry in later years.

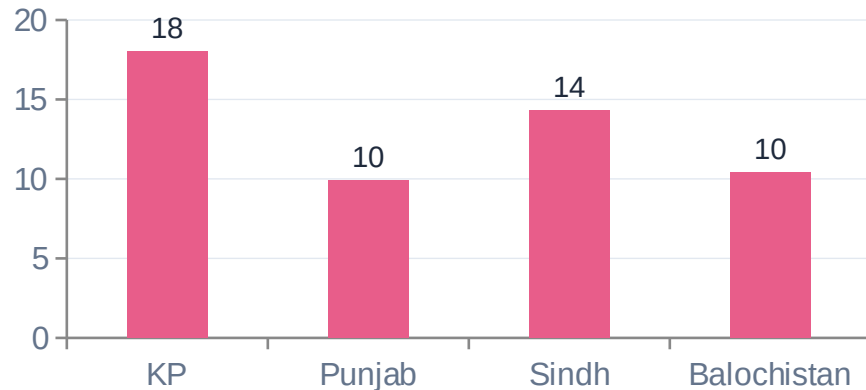
Job Search Behaviour

Unemployed population | LFS 2024-25

Directly Applied to Employer (%)



Female Unemployment Rate by Province (%)



- ▶ Only 27-31% of unemployed directly applied to employers — most rely on informal channels
- ▶ Female unemployment is highest in KP (18.0%) where social norms restrict job search activity
- ▶ Sindh shows 2nd highest female unemployment (14.3%) despite having highest male LFPR (83.9%)
- ▶ Large share of unemployed women may be discouraged workers who have stopped active search

Policy Implications

LFS 2024-25 Evidence Base

01

Close the Female LFPR Gap

With only 27.8% LFPR, Pakistan loses massive economic potential. Targeted childcare, transport subsidies, and social norm campaigns needed — especially in KP (21%) and Balochistan (14.5%).

04

Bridge the Literacy Gender Gap

21.5pp literacy gap (male 77.8% vs female 56.3%) is largest in Balochistan and KP. Adult literacy programmes need to target women aged 35+ where rates fall below 50%.

02

Address Youth Unemployment

16.3% female youth unemployment and 13.1% male youth unemployment indicate structural skills-market mismatches. Apprenticeship and TVET expansion critical.

05

Expand Social Protection

Less than 20% of formal employees have pension coverage. Pakistan needs universal social protection floors covering informal workers, especially unpaid family workers.

03

Formalize the Informal Economy

70.9% of employed women have no formal employment relationship. Social security extension, business registration drives, and co-op models for home-based workers are priority.

06

Track Underemployment

5.8% of employed women are underemployed vs 2.7% of men — a hidden labour market failure. Time-use data and underemployment modules needed in future rounds.

Methodology & Data Notes

LFS 2024-25 | Pakistan Bureau of Statistics

Survey Universe:

All households in Pakistan (4 provinces: KP, Punjab, Sindh, Balochistan). Excludes AJK, Gilgit-Baltistan, and ICT.

Sample Size:

325,445 individuals across all age groups. Labour force analysis restricted to population 15+ years.

Weighting:

All estimates use sampling weights provided by PBS to account for the multi-stage stratified cluster design.

LFPR Definition:

Economically active population (employed + unemployed) as % of total population 15+. Follows ILO-19 resolution.

Employment:

Employed if answered yes to: (a) paid work last week, (b) ran own business, or (c) helped in family farm/business.

Unemployment:

Unemployed = not employed AND actively looked for work in last 4 weeks (S9C1=1).

Informality:

Informal workers = self-employed + contributing family workers. Excludes employers and formal employees.

Wage Data:

Monthly wages based on net earnings (S7C43) for employees only. Restricted to PKR 1,000-500,000 range to exclude outliers.

Industry / Occupation:

ISIC-4 (industry) and ISCO-08 (occupation) classification. Major group derived from 4-digit codes.

Literacy:

Literate if can read (S4C81=1) or write (S4C82=1) a simple statement. Restricted to population 10+.

Summary Statistics Table

All key indicators | LFS 2024-25

Indicator	Overall	Male	Female	KP	Punjab	Sindh	Balo.
LFPR (%)	55.0	81.4	27.8	M:79.4 F:21.1	M:81.1 F:33.8	M:83.9 F:20.5	M:79.6 F:14.5
Employment Rate (%)	52.0	76.3	24.5	-	-	-	-
Unemployment Rate (%)	8.5	6.3	11.7	M:7.5 F:18.0	M:6.4 F:9.9	M:5.3 F:14.3	M:6.4 F:10.4
Literacy Rate (%)	67.3	77.8	56.3	M:76.6 F:43.1	M:78.9 F:64.6	M:74.4 F:55.1	M:73.2 F:42.2
Informal Emp. (%)	56.0	47.6	70.9	M:47.5 F:72.3	M:49.4 F:70.8	M:43.3 F:69.0	M:49.7 F:77.1
Avg. Hours/Week	45.4	50.1	35.7	M:48.9 F:34.1	M:51.8 F:35.2	M:47.2 F:38.6	M:49.6 F:39.9
Avg. Monthly Wage (PKR)	48,053	48,713	45,856	M:51,722 F:42,134	M:47,245 F:46,253	M:49,779 F:48,027	M:49,725 F:44,202
Pension Coverage (emp.)	15.2	13.6	18.5	M:18.3 F:34.4	M:10.9 F:15.6	M:13.6 F:16.8	M:26.4 F:43.3
Underemployment (%)	3.8	2.7	5.8	-	-	-	-

Key Takeaways

⚡ Pakistan has a 53.6pp gender gap in LFPR — one of the highest globally

🌾 54% of employed women work in agriculture; 48.8% are unpaid family workers

🏙️ Urban women have the lowest LFPR (15.9%) — barriers are social, not just structural

📖 Female literacy at 56.3% masks sharp provincial variation: KP & Balochistan at 42-43%

💼 Formal wage employees show surprisingly small gender pay gap (PKR 2,857/month)

🔒 Social protection covers fewer than 1 in 5 employees — informal workers are unprotected

Pakistan Labour Force Survey 2024-25 | Gallup Pakistan | n=325,445

Pakistan Bureau of Statistics | Data processed with probability weights

All figures weighted | Reference population: 15+ for labour force indicators, 10+ for literacy