



GENDER INEQUALITY OF LABOR MARKET IN PAKISTAN



Only 25% of Pakistani women participate in the labor force (working or looking to work), compared with 85% of men

Educated women struggled to enter and stay in the workforce, women with low education levels faced even more limitations.



- Although government of Pakistan has allotted overall 10% quotas for women in public sector employment the central superior services continue to be male dominated and quotas often ignored in recruitment process.



- According to Global Gender Gap Index 2022, Pakistan is second worst country in terms of gender parity which ranked 146 out of 147 countries listed.

PERCENTAGE DISTRIBUTION OF POPULATION BY SEX, AREA AND PROVINCE 2020-21

Table 2:

Province	Population											
	All Areas				Rural				Urban			
	Total	Male	Female	Trans Gender	Total	Male	Female	Trans Gender	Total	Male	Female	Trans Gender
1	2	3	4	5	6	7	8	9	10	11	12	13
Pakistan	100.00	51.02	48.98	-	63.88	32.36	31.52	-	36.12	18.66	17.46	-

SOCIAL NORMS SHAPE WOMEN'S LABOR OUTCOMES



- To mind the demeanor of women and protect their honor, many men restrict women from leaving home.
- Traditional honor codes also influence job selection and create barriers to jobs outside what is considered socially acceptable.



According to Pakistan Bureau of Statistics in recent years which is year 2020 to 2021 Female participation rate in labor force which is 48.98% is still below the male participation rate which is 51.02% in all areas including rural and urban areas.

LACK OF EDUCATION LIMITS WOMEN'S ACCESS TO JOB



- Working age women in Peshawar have a strikingly low level of education, as 54% of them have not completed primary education and only 29% have attained higher than primary education.



POLICY SOLUTIONS:-

- Investment in girl's education and skills development
- Facilitating women's entrepreneurship
- Supporting safe transport and public spaces as well as conducive workplaces.

• Silvia Redaelli (2021) *In Pakistan, Women's Representation In The Workforce Remains Low* Retrieved From <https://blogs.worldbank.org/endpovertyinsouthasia/pakistan-womens-representation-workforce-remains-low>

• Pakistan Bureau of Statistics (2021) *Labor Force Statistics* Retrieved From <https://www.pbs.gov.pk/>.

• The Express Tribune (2022) *Pakistan Second Worst on Global Gender Parity Index* Retrieved From <https://tribune.com.pk/story/2365725/pakistan-second-worst-on-global-gender-parity-index>.