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According the Global Gender Gap Report 2017, Pakistan’s score on the Global Gender Gap Index is 0.546 with a ranking of 143 out of 144 countries.

The key contributing factor for this low ranking is that Pakistan’s score on the Economic Participation and Opportunity Sub-Index is only 0.309 portraying a gender gap of 0.691 points between the economic participation and economic opportunities of males and females.
Out of the total working age population of Pakistan (age 10 & above), 51% are males and 49% are females.

The distribution of the working age population between the labour force (employed + unemployed) and not in the labour force is 68% : 32% for males and 22% : 78% for females.

Out of the total labour force (employed + unemployed), 76% are males and only 24% are females.

The distribution of the labour force between literate and illiterate is 65% : 35% for males and 30% : 70% for females.

- Out of the total employed persons in the labour force, 77% are males and 23% are females.

- The male labour force participation rate is 68% and the female labour force participation rate is 22%.

- The unemployment rate for males is 5% and for females it is 9%.
About 73% of the total employed women are working in the agriculture, forestry and fishing sector as compared to 33% of the employed men.

Out of the total employed women in the non-agriculture sector, about 74% are working in the informal sector and only 26% are working in the formal sector. These proportions are almost similar for men.
Out of the total employed women, 0.04% are working in the employment status category as employers, 19% as self-employed, 26% as wage employees and 55% as unpaid family helpers/contributing family workers.

Out of the total employed men, 1.4% are working in the employment status category as employers, 40% as self-employed, 43% as wage employees and only 15% as unpaid family helpers/contributing family workers.
Labour market outcomes for females are often not favourable because of:

- Low level of human capital.
- Occupational sex segregation.
- Discriminatory, exploitative, and generally a non-conducive environment at the work place.
- Lack of collective voice mechanism, negotiation skills, and bargaining power.
Some of the reasons for underutilization or non-utilization of generated human capital of females are:

- Socio-cultural constraints and attitudes that shape attitudes towards work.
- Labour market imperfections (absence of mechanism for matching jobs with job-seekers)
- Difficulties in balancing family and career responsibilities.
Thank You!