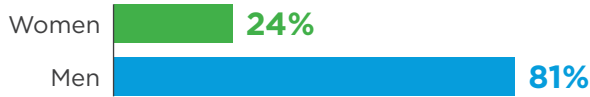


Women and the World of Work in Pakistan



GENDERED LABOUR MARKETS ARE STILL AT PLAY:

In 2023, less women than men were in labour force



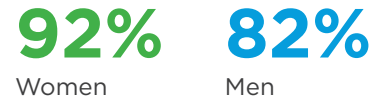
Source: World Bank Gender Data Portal.

In 2022, more women than men were in **vulnerable employment**



Source: World Bank Gender Data Portal.

In 2021, more women than men were in **informal employment**



Source: ILOSTAT.

With a **global gender gap index** of

57%

Pakistan ranked

145th

out of 146 countries.

Source: World Economic Forum, Global Gender Gap Index 2024 edition.

In 2022, **firms with female participation in ownership** were



Source: World Bank Gender Data Portal.

Average hourly earnings (PPP USD) in 2021



Source: ILOSTAT.



● Women ● Men

TO SUPPORT WOMEN TO THRIVE AND SAFEGUARD THEIR ECONOMIC RIGHTS, GENDER-TRANSFORMATIVE ACTIONS NEED TO ADDRESS:

Women's decision-making power

In 2021, women had

6% of **managerial** positions

Source: SDG Global Database.

8% of **senior and middle management** positions



Ownership of productive resources

2%

Women

13%

Men

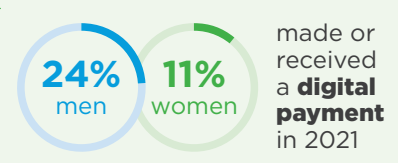
owned a **debit card** in 2021



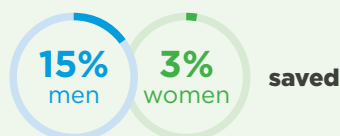
Source: World Bank Gender Data Portal.



Source: World Bank Gender Data Portal.

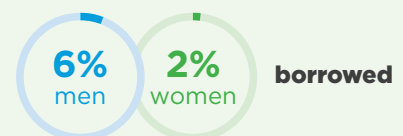


Source: World Bank Gender Data Portal.



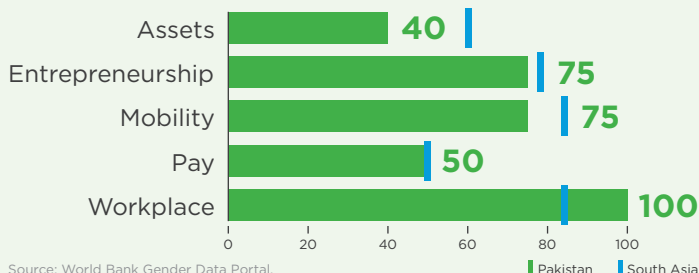
to start, operate, or expand a farm or business in 2017

Source: World Bank Gender Data Portal.



Gender-blind systems

Women, Business and the Law Index scores, in 2023



Source: World Bank Gender Data Portal.



As of 2023, **NO** law prohibited **discrimination in access to credit** based on gender

Source: World Bank Gender Data Portal.



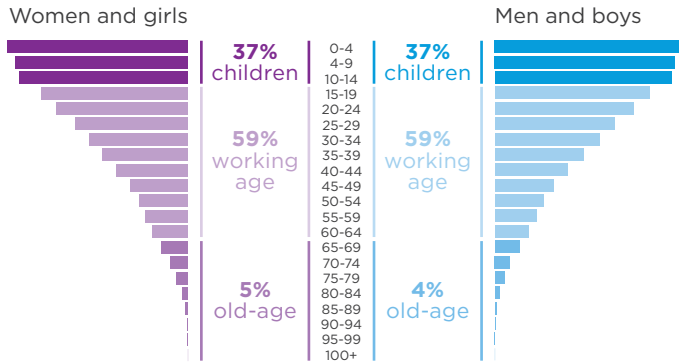
As of 2023, **NO** law mandated **equal remuneration** for women and men for work of equal value

Source: World Bank Gender Data Portal.

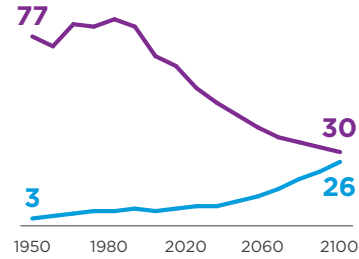
Transforming Care Systems in Pakistan



POPULATION STRUCTURE SHAPES THE DEMAND FOR CARE SERVICES



Source: UN DESA, Population Division, World Population Prospects 2024.



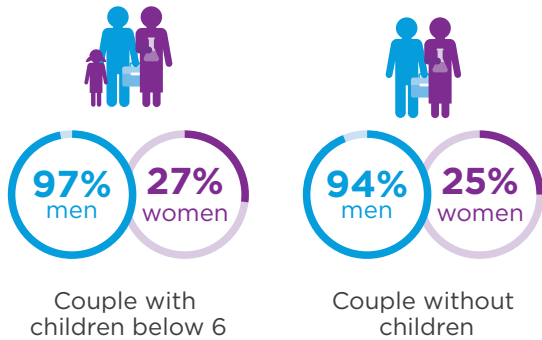
Source: UN DESA, Population Division, World Population Prospects 2024.

Demographic shifts present challenges and opportunities. While rising demands for unpaid care may hinder women's economic empowerment, they create potential for job creation.

TO UNLEASH THE POWER OF GENDER-RESPONSIVE ECONOMIES, INVESTMENTS NEED TO:

Tackle inequality of opportunities in the labour market

In 2021, prime-age (25-54 years) employment-to-population ratio was



Source: UN DESA Gender Data Hub.

43% **7%**

Women Men worked **part-time** in 2021

Source: UN DESA Gender Data Hub.

56% **14%**

Women Men aged 15 to 24 were **not in education, employment or training** in 2021

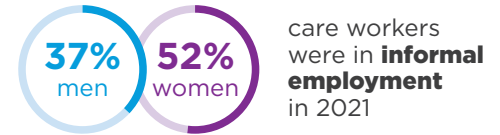
Source: SDG Global Database.

Expand care services and create decent care jobs



workers were in **care employment** in 2021

Source: Authors' elaboration based on ILOSTAT data.



care workers were in **informal employment** in 2021

Source: ILOSTAT.

CARE-ENABLING AND GENDER-EQUALIZING ACTIONS NEED TO ADDRESS:

Discriminatory social norms

In 2018, among women aged 20-24 years

18% were married or in a union **before age 18**

4% **before age 15**

Source: SDG Global Database.



Disproportionate unpaid care gaps



In 2007, women and girls spent more time on **unpaid domestic and care work** than men and boys

Source: Authors' elaboration based on data from SDG Global Database.



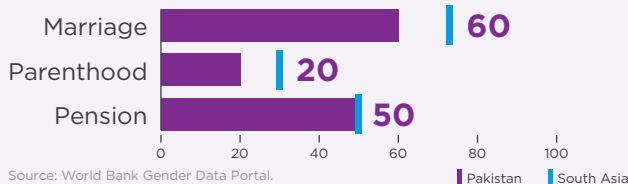
Women and girls



Men and boys

Gender-blind systems

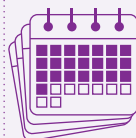
Women, Business and the Law Index scores, in 2023



Source: World Bank Gender Data Portal.

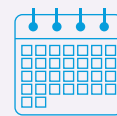
■ Pakistan ■ South Asia

In 2023, workers were entitled to



112 days of **maternity leave**

Source: World Bank Gender Data Portal.



0 days of **paternity leave**

As of 2023, **dismissal of pregnant workers** was **NOT** prohibited

Source: World Bank Gender Data Portal.