

# Banking's Gender Revolution

How Pakistan's banking sector is building  
a more inclusive workforce – faster than ever.

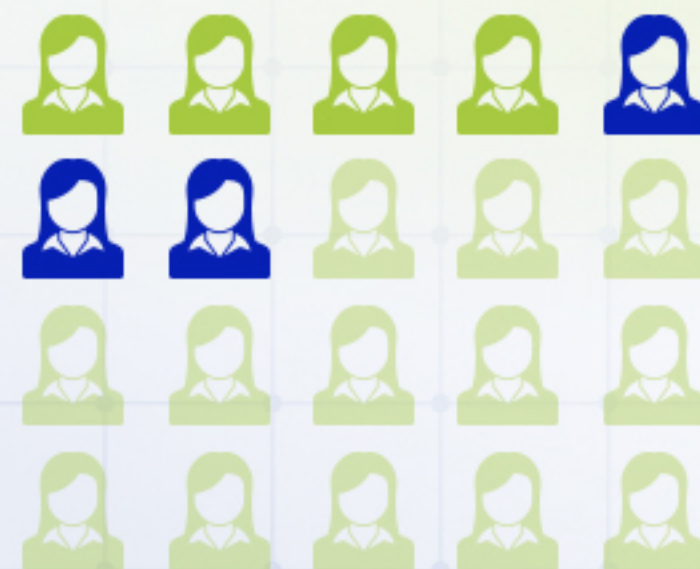
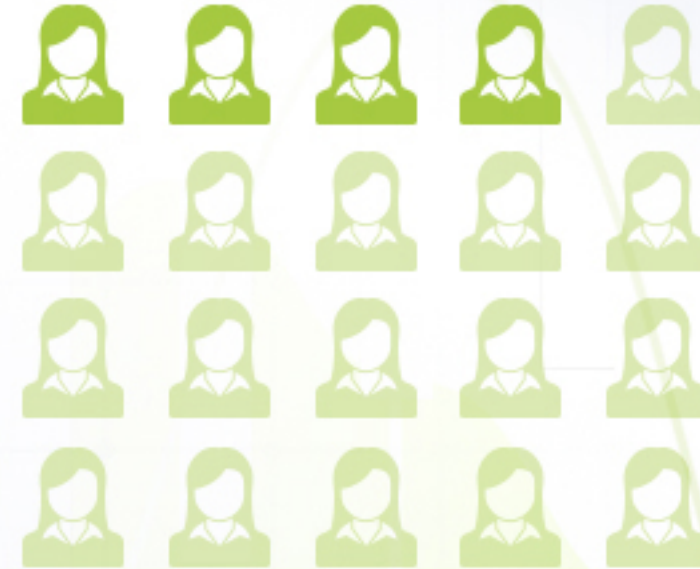
**+32.7%**

female workforce growth in  
under 2 years

*SBP Statistical Bulletin\**

# The Policy Backdrop

The State Bank of Pakistan's 'Banking on Equality Policy' was launched in September 2021.



SBP Statistical Bulletin\*

# Total Workforce Growth

**+32,697**  
New Banking Jobs   
December 2023 – September 2025

**191,184**  
(Dec 2023)



**223,881**  
(Sep 2025)



**+17.1%** Sector Growth Rate

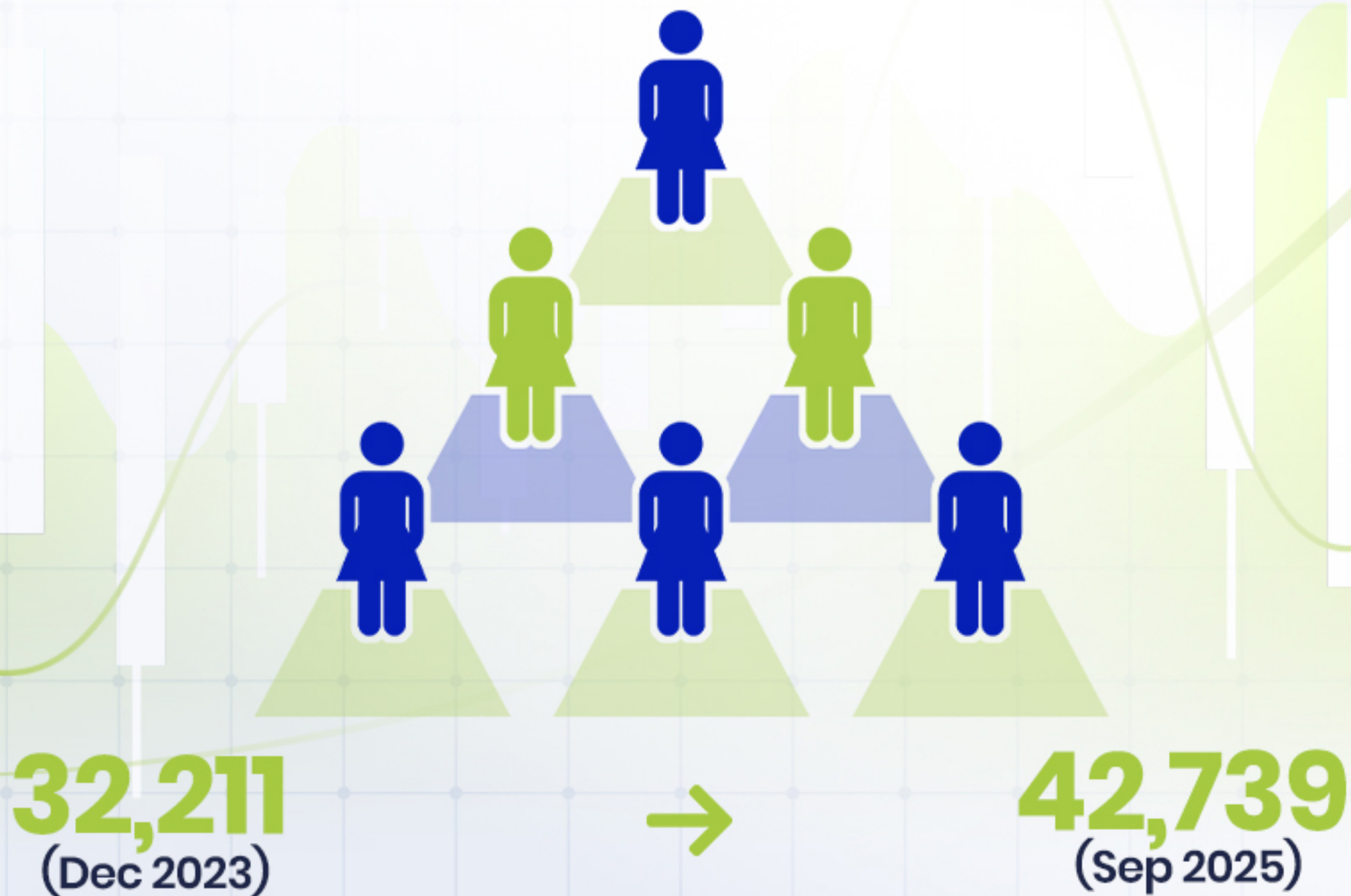
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# Women Leading the Charge

**+10,528**

**New Female Bankers**

From December 2023 to September 2025



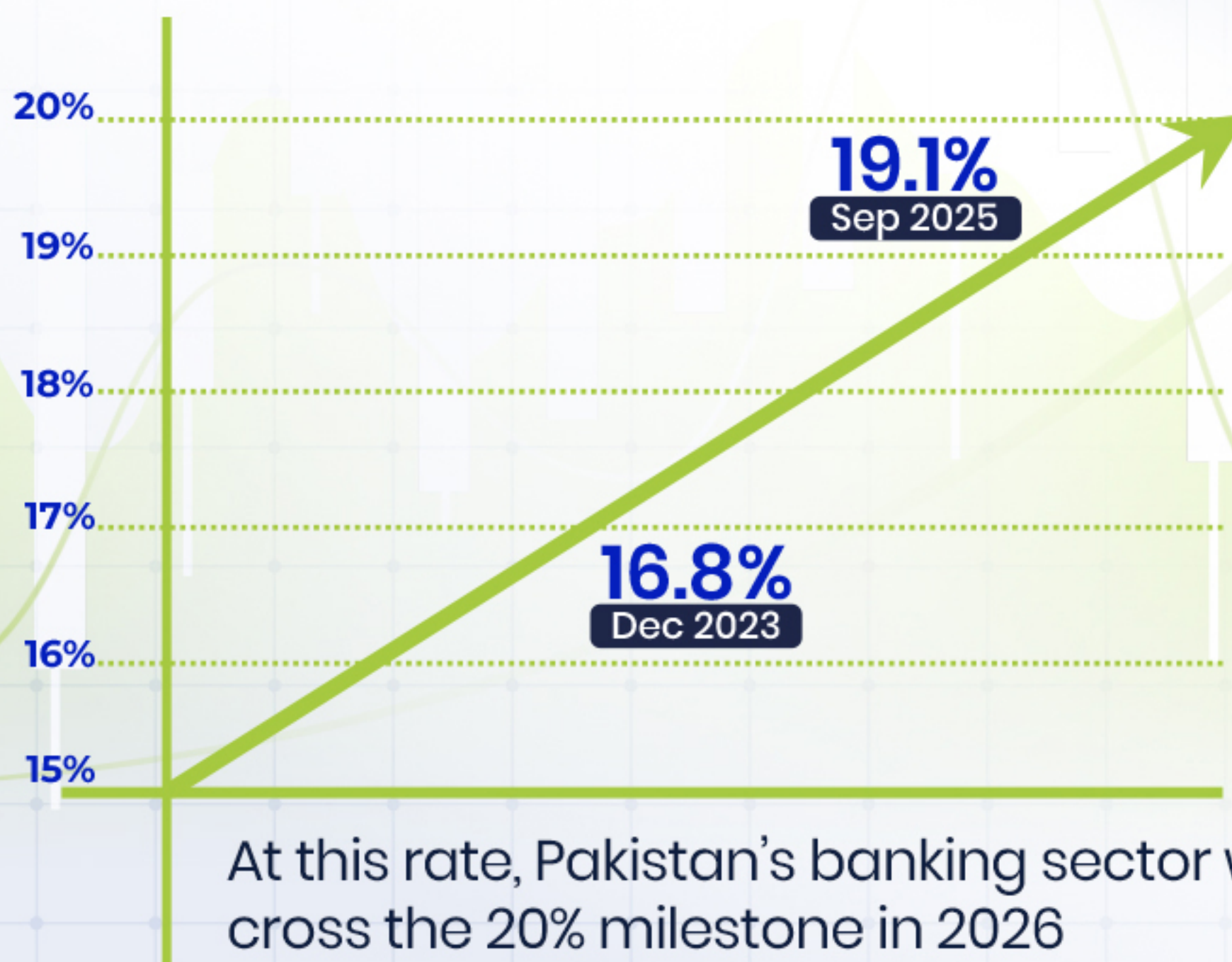
**+32.7%** growth in female employment,  
nearly twice the sector's overall rate

*SBP Statistical Bulletin\**

# Closing in on 20%

Women's share of the banking workforce

December 2023 to September 2025



At this rate, Pakistan's banking sector will cross the 20% milestone in 2026

SBP Statistical Bulletin\*

# Hired. But Not Yet Promoted

Inclusion at the entry level has not yet translated into leadership



**19.1%**

Women's share of total  
branch-level staff



**6.5%**

Women's share of  
branch managers

The next frontier is not just hiring women—it's promoting them  
**That is where the industry must focus next!**

*SBP Statistical Bulletin\**



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