

WHO GETS THE GOOD JOBS?

Educational experiences that result in economic and social mobility



This study by Alif Ailaan and SAHE attempts to explore the link between schooling and job prospects by examining educational backgrounds. It provides a statistical snapshot from a sample of management level formal sector employees. It includes data on 828 employees from 103 diverse organisations in the three major Pakistani cities of Karachi, Lahore and Islamabad.

Types of schools

This survey considers five types of formal schools operating in Pakistan

Government low tier

Government low tier schools are managed by the respective provincial school education departments. They charge no fee.

Government top tier

This category includes schools managed by government sector entities other than the departments of education. They have a high degree of autonomy and charge relatively higher fees compared to other government schools.

Private low tier

Private low tier schools constitute the great majority of private sector schools, are usually located at the neighbourhood level and charge modest fees.

Private mid tier

These schools fall between private low tier and top tier schools. They typically prepare students for Matriculation and Intermediate exams and cater to middle level income groups.

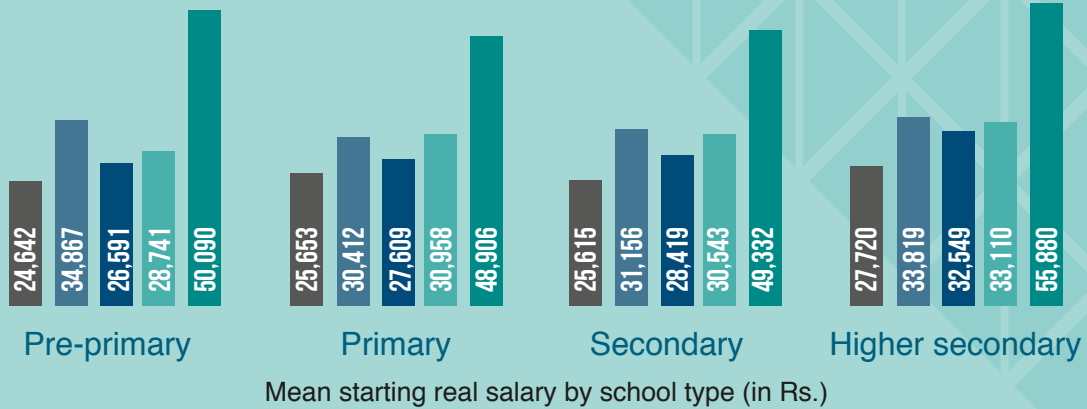
Private top tier

This category mostly includes schools charging high fees run by individuals, as well as those managed by for-profit organisations operating school systems or chains and some reputable non-profit missionary schools. They prepare students for O' and A' Levels examinations and operationally use English as the medium of instruction.

WHAT WE DISCOVERED

Private top tier schools make a significant difference

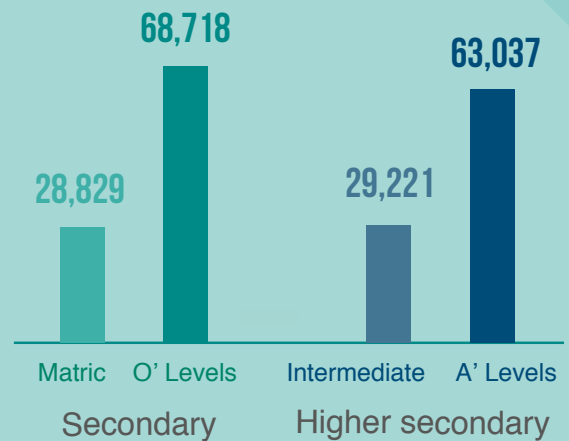
Employees who went to private top tier schools had a substantively higher mean starting salary for each level of education compared to counterparts who went to other types of schools.



■ Government low tier
 ■ Government top tier
 ■ Private low tier
 ■ Private mid tier
 ■ Private top tier

O' and A' Levels give you a major starting salary advantage

Employees from O' and A' Levels stream made more than **TWICE** in first salary compared to counterparts from Matric and Intermediate stream.



Mobility of students: no way up

Data on mobility of respondents between primary and secondary levels shows that a vast majority of those enrolled in government low tier schools were not able to move away from the low tier experience.

School type attended at secondary level	School type attended at primary level				
	Government low tier	Government top tier	Private low tier	Private mid tier	Private top tier
Government low tier	86.20%	8.50%	33.90%	21.40%	5.00%
Government top tier	5.10%	72.00%	6.50%	5.80%	5.70%
Private low tier	0.40%	-	32.30%	0.40%	0.70%
Private mid tier	6.20%	12.20%	25.80%	66.30%	8.60%
Private top tier	2.20%	7.30%	1.60%	6.20%	80.00%

Widening disparity across decades

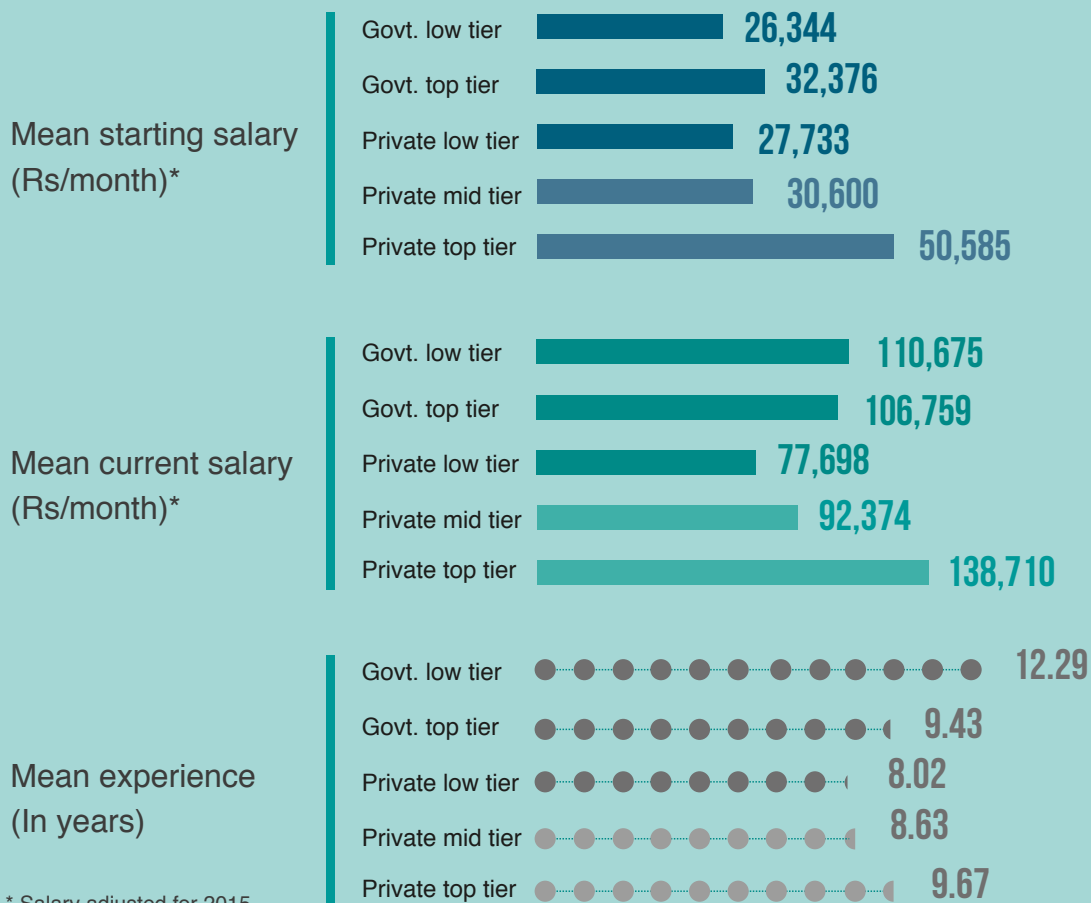
Gap in first salaries of employees from private top tier and government low tier increased from **RS. 21,556** in 2000s to **RS. 27,179** in 2010s.

School type	Mean starting real salary at first job* (Rs.)	
	2000s	2010s
Government low tier	26,991	22,093
Government top tier	32,233	27,233
Private low tier	30,519	24,048
Private mid tier	31,331	24,544
Private top tier	48,547	49,272

* Starting salary (Rs/month), adjusted for 2015 prices using a GDP deflator

Current salary comparison

Employees who have attended private top tier schools on average report highest current salary. Graduates of private top tier schools progress at a faster rate than graduates of other schools.

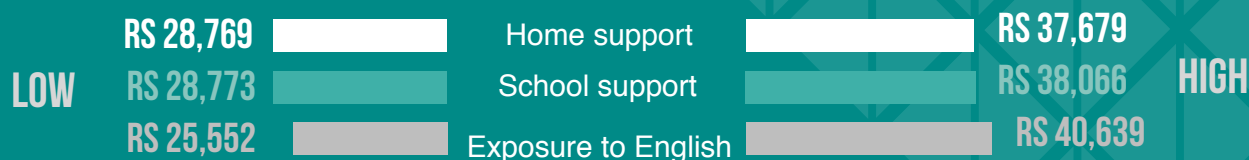


* Salary adjusted for 2015 prices using a GDP deflator

Highest percentage of graduates of private top tier schools enjoy best home support, school support and greatest exposure to English

We discovered that the following three factors have significant effect on salary outcomes:

1. Support children receive at home
2. Support provided at school
3. Exposure to the English language



Note: We created measures for home support and school support where exposure to English is covered in both.

Private top tier schools score the highest for each of the three critical factors for high starting salary: home support, school support and exposure to English. These are followed by government top tier schools and private mid tier schools. Unsurprisingly, government low tier schools rank the lowest on all three factors.

Factor	Rank	School type				
		Govt. low tier	Govt. top tier	Private low tier	Private mid tier	Private top tier
		%	%	%	%	%
Home support	Low	43	20.3	36.7	23.2	15.5
	Mid	38.1	38.3	41	39.4	30
	High	18.8	41.4	22.3	37.4	54.5
Total		100.0	100.0	100.0	100.0	100.0
School support	Low	47.2	14.5	23.7	20.2	8.3
	Mid	36.5	37.4	39.6	37.7	22.3
	High	16.4	48.1	36.7	42.1	69.4
Total		100.0	100.0	100.0	100.0	100.0
Exposure to English	Low	64.1	19.7	48.9	30.1	5.5
	Mid	22.1	36.5	30.9	29	13.8
	High	13.8	43.8	20.1	40.9	80.6
Total		100.0	100.0	100.0	100.0	100.0

WHAT NEEDS TO BE DONE

- Government needs to collect and report data on private schools and on learning outcomes and quality
- The quality gap between the top tier and the rest has to be minimised
- Quality needs to be based on minimum standards and not on real or perceived relative differences across school types
- The first priority of government resources should be the existing government low tier schools
- English language learning path requires an appreciation of the context and improved supply of qualified teachers
- Policy must focus on improving assessment systems