

Curriculum Vitae

Zunia Saif Tirmazee

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Professional Experience

Teaching

- Assistant Professor, Lahore School of Economics, Jan 2018 to present
- Teaching Fellow, Lahore School of Economics, Sep 2012 to Dec 2017
- Teaching Associate, Department of Economics, Sep 2011 to Aug 2012

Research

- Research Fellow, Centre for Research in Economics and Business (CREB), Aug 2016- present
- Research Assistant - Field experiment funded by IGC in the fan industry of Gujrat, Aug 2015- Dec 2015
- Research Assistant at the Centre for Research in Economics and Business, Sep 2011 to Dec 2011

Education and Qualifications

- Ph.D. in Economics at Lahore School of Economics, 2022
 - Dissertation: Essays on Labour Market Outcomes of Women in Punjab, Pakistan
- MPhil in Economics from Lahore School of Economics, 2014
- BSc(Honours) Double Majors in Economics & Finance from Lahore School of Economics, 2010

Fields of Interest

- Applied Microeconometrics, Development Economics, Gender, Education

Work in Progress

- Exploring the incidence of informal lending on SME financing and development in Pakistan (Hamna Ahmed, Emma Zhang)
- Role of Middlemen in Online Freelancing Markets in Pakistan (Hamna Ahmad and Rebecca Wu)
- Household Decision-Making Inefficiencies and Young Women's Skill Investment in Pakistan (Hamna Ahmed, Ruoxuan (Rebecca) Wu and Emily Zhang)
- Understanding Firm Side Constraints to Hiring Women. (With Sakina Shibuya)
- Overcoming Constraints to Female Labour Force Entry (with Hamna Ahmad, Kate Vyborny and Nivedhitha Subrmanian)

Research Grants

- Overcoming Constraints to Female Labour Force Entry GLM- LIC, Co-I (2019-2020) Amount: €150,000

- Overcoming Constraints to Female Labour Force Entry PEDL's Exploratory Grant, 2017, Co-I (2019) Amount: £ 35,000
- Understanding the Cost of Hiring Women in Pakistan. IGC- Early Career Researcher's Award, 2022, Co-I Amount: £ 20,000
- Understanding the Cost of Hiring Women in Pakistan. PEDL, 2022 Exploratory Grant 2022, Co-I Amount: £ 35,000
- Competition and Market Access in Online Freelancing Markets: Evidence from Pakistan. IGC- Early Career Researcher's Award, 2024, Co-I Amount: £ 5,056

Papers

Publications	• Gentile, E. Kohli, N., Subramanian, N., Tirmazee, Z. S. & Vyborny, K.. (2025). Barriers to Entry: Decomposing the gender gap in job search in urban Pakistan. <i>Journal of Labour Economics</i>. Accepted • Ahmed, H., Mahmud, M., Said, F., & Tirmazee, Z. (2024). Encouraging female graduates to enter the labor force: Evidence from a role model intervention in pakistan. <i>Economic Development and Cultural Change</i>, 72(2), 919-957. • Tirmazee, Z. S. (2023). Unequal pay for equal education! A case of gender wage gap from Punjab, Pakistan. <i>Argumenta Oeconomica</i>, 1(50), 67-94. • Chaudhry, T., Tirmazee, Z., & Ayaz, U. (2022). Experimental Evidence on Group-based Attendance Bonuses in Team Production. <i>Journal of South Asian Development</i>, 0(0). https://doi.org/10.1177/09731741221129350 • Tirmazee, Z. S., & Haroon, M. (2015). Growth in Pakistan: Inclusive or Not? <i>Pakistan Development Review</i>, 54(4), 335. • Tirmazee, Z. S., & Naveed, R. (2014). Reviewing Pakistan's Import Demand Function: A TimeSeries Analysis, 1970-2010. <i>The Lahore Journal of Economics</i>, 19, 371.
Under Review	• Tirmazee, Z. S. (2021). Too much of a good thing? Increasing gender wage disparity in face of rapidly expanding post-secondary female education in Punjab, Pakistan. <i>Journal of Economic Inequality</i>. Second revision.
Working Papers	• Zhang, E., Ahmed, H., Tirmazee, Z., & Wu, R. (2024). Intra-Household Incentive Design: An Experiment on Parent-Child Decision Dynamics in Pakistan. <i>Available at SSRN 4850427</i>. • Shibuya, S. & Tirmazee Z. (2024). Understanding the costs of Hiring Women in Pakistan. <i>IGC Working Paper</i> No. PAK. 22075. • Gentile, E., Kohli, N., Subramanian, N., Tirmazee, Z., & Vyborny, K. (2023). Barriers to Entry: Decomposing the Gender Gap in Job Search in Urban Pakistan. <i>Asian Development Bank Economics Working Paper Series</i>, (707).

- Shah, F., & Tirmazee, Z. S. (2020). Impact of Parental Occupation on Career Aspirations. (CREB Working Paper No. 05-20). Centre for Research in Economics and Business website:
http://www.creb.org.pk/uploads/IPOCCA_Creb%20Working%20Paper%2005-20.pdf
- Tirmazee, Z.,S. (2016). Relative Wage Variation and Industry Location within Districts of Punjab. (CREB Working Paper No. 02-16). Centre for Research in Economics and Business website:
<http://www.creb.org.pk/uploads/Working%20Paper%20Series%20No.02-16%20Complete>

Policy Writing

- Shibuya, S. & Tirmazee Z. (2024). Understanding the costs of Hiring Women in Pakistan. IGC Policy Brief No. PAK. 22075.
- Ahmed, H., Mahmud, M., Said, F. & Tirmazee Z.(2024) COVID-19 and Urban Households in Lahore, Pakistan. G²LM|LIC Policy Brief No. 69
- Ahmed, H., Mahmud, M., Said, F. & Tirmazee Z.(2023) Undergraduate Female Students in Lahore: Perceived Constraints to Female Labour Force Participation. G²LM|LIC Policy Brief No. 58
- Ahmed, H., Mahmud, M., Said, F. & Tirmazee Z.(2020) Undergraduate Female Students in Lahore: Perceived Constraints to Female Labour Force Participation. CREB Policy Brief No. 01-20
- Ahmed, H., Mahmud, M., Said, F. & Tirmazee Z.(2020) Undergraduate Female Students in Lahore: Perceived Constraints to Female Labour Force Participation. CREB Policy Paper No. 01-20.

Conference Presentations

- Firms, Trade, and Development Conference at Yale University, co-hosted by the Yale Economic Growth Center and the International Growth Centre, October 2025.
- 3rd Edition of Diversity and Human Capital Workshop series at University of Exeter, June 2025
- Panel Discussion of Women's Economic Empowerment in Pakistan : An Evidence-Guided Toolkit for More Inclusive Policies by the World Bank, December 2024.
- Lahore School Seventeenth Annual Conference on the Management of the Pakistan Economy -“Pakistan in the Global Economy – Opportunities and Challenges” -2024
- 38th meeting of the European Economic Association (EEA) and the 75th European meeting of the Econometric Society, August 2023
- Fifth International Conference on Applied Development Economics, August 2023
- CSAE Conference 2022: Economic Development in Africa (Session: Labor 2), March 2022
- IGC/DevLab Duke Researcher Matchmaking and Coaching Workshop, October 2021.
- PEDL 2020 Conference on Firms in Low-income Countries: Matchmaking Workshop Pre-Conference- December 2020
- First DevLab(Duke)/LUMS/Lahore School of Economics Joint Workshop- October 2020

- First Pakistan edition of the Empirical Study of Gender (EGEN) Workshop, Co-conveners Kate Vyborny (Duke University & Center for Economic Research and Policy, Pakistan) & Sarah Khan (Columbia University & Institute of Development and Economic Alternatives, Pakistan)- July 2018
- Lahore School Fourteenth Annual Conference on the Management of the Pakistan Economy -“Accelerating Economic Growth in Pakistan: Key Macro and Sectoral Drivers” -2018
- 30th Annual General Meeting (AGM) and Conference of the Pakistan Society of Development Economists (PSDE) on “Poverty, Inequality and Economic Growth” -2014
- Lahore School Tenth Annual Conference on the Management of the Pakistan Economy -“Pakistan in the Global Economy – Opportunities and Challenges” -2014
- Lahore School of Economics-IMF Round Table Conference for International Financial Crisis and the Role of IMF: The View from Pakistan’s Youth 2010

Teaching Experience

- Courses taught at the graduate level:
 - Development Economics I and II and Applied Development Economics
- Courses taught at the undergraduate level:
 - Behavioural Economics, Monetary Economics, International Finance, International Trade, Intermediate Macroeconomics, Pakistan Economy, Introduction to Microeconomics, Introduction to Macroeconomics, Resource Economics, Computing for Business and Economics.

Professional Service

- Co-convenor South Asian Economics Students’ Meet (SAESM) 2024 (in-person, Colombo, Sri Lanka), 2023 (in-person, Khatmandu, Nepal), 2022 (virtual), 2021 (virtual), 2020 (in-person Khatmandu, Nepal)
- Co-convenor Applied Development Economics, Conference, Lahore School of Economics 2024, 2023, 2022.
- Co-manager Lahore School Research Development Fund, 2021 and 2022.
- Conducted Training session of QGIS for the faculty at Lahore School of Economics, March 2021.
- Conducted Workshop on Structural Equation Modeling I at weekly CREB Seminar for Senior and Junior Faculty/Researchers. September 2017
- Guest Speaker National School of Public Policy - Provided training on effective use of descriptive evidence to senior civil service officers
 - National Institute of Management, Quetta, October 2016
 - National Institute of Management, Peshawar, March 2017

Additional Training

- Participant IZA/FCDO ONLINE Short Course on Research Skills for South Asia, September 2021.
- Participant PEDL Matchmaking Workshop 2020.
- Participated in the “IZA/DFID Short Course on Program Evaluation” in Kathmandu, Nepal on December 5-8, 2019. (100% scholarship)
- Attended the course ‘Microeconometrics and Policy Evaluation (Week 1)’ at the Paris School of Economics, Summer School 2018.
- Attended the course ‘Experimental Economics - Empirical tools and methods to investigate economic behavior (Week 2)’ at the Paris School of Economics, Summer School 2018.
- Participated in “Workshop on the Pakistan Jobs Diagnostic” for an analytical activity on identifying key job challenges and proposing solutions. August 2017

- Participant CERP-CLEAR, World Bank workshop on “Effective Engagement with the Public Sector” at Center for Research in Economics in Pakistan (CERP) on August 2017
- Attended the course Structural Equation Models I (Week 1) at the Global School on Empirical Research Methods(GSERM) 2017 in University of St. Gallen, Switzerland.
- Attended the course Econometrics of Big Data (Week 2) at the Global School on Empirical Research Methods (GSERM) 2017 in University of St. Gallen, Switzerland.
- Participant Building Capacity to Use Research (BCURE), International Training of Trainers (IToT) at Harvard University. Boston, MA. February 2016
- Attended a workshop on “Data Manipulation and Analysis” conducted by Ines Rombach at IT Services, Oxford University February 2016
- Participant four-day CLEAR Project and Data Management Course Workshop organized by the Center for Economic Research in Pakistan (CERP) in July 2012

Honors and Awards

- Visiting Scholar Oxford University-Lahore School of Economics (100% scholarship), Hilary Term 2015
- Recipient Silver Medal – BSc (Hons) Lahore School of Economics, 2010
- MPhil Class of 2013,100% scholarship, Lahore School of Economics

Additional Skills and Experience

- Fluent in English, Urdu, and Punjabi
- Adept at using Stata, Latex, SurveyCTO, Microsoft Office, Overleaf, Minitab, Statgraphics, QGIS, and Github. Working knowledge of R
- Excellent communication skills and comfortable working in a team.
- Project Management

References

Naved Hamid
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 Center for Research in Economics and Business,
 Lahore School of Economics.
 Contact information: navedhamid@gmail.com

Kate Vyborny
 Economist,
 South Asian Gender Innovation Lab, World Bank
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 Mahbub ul Haq Research Center
 Lahore University of Management Sciences
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