



# PROBLEMS OF PAKISTANI WOMEN TO ADOPT PHYSICS AS A CAREER

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# SOCIETAL ISSUES



# GENDER DISCRIMINATION

- Unequal opportunities
- Lower pay scale
- Limited access to resources





## CULTURAL AND SOCIAL NORMS

- Societal pressure on women to prioritize domestic responsibilities over professional aspirations, making it challenging for them to balance family life and a demanding career in physics.





## LACK OF SUPPORT AND MENTORSHIP

- Female physicists might encounter a lack of support and mentorship, as the field has historically been dominated by men.
- The absence of role models and mentors who can guide and inspire them could deter women from pursuing or continuing careers in physics.



# ACCESS TO EDUCATION

- Although there have been improvements in recent years, access to quality education remains a challenge for many women in Pakistan, especially in rural areas.
- A lack of educational opportunities can limit the number of women who can pursue physics as a career.





# WORKPLACE ENVIRONMENT

- Women physicists may face a challenging work environment due to the prevalence of gender bias and stereotypes.
- They might encounter resistance and scepticism from colleagues and superiors, making it difficult for them to contribute fully to their research and professional development.





## SAFETY AND SECURITY CONCERNS

- Safety and security issues can be a significant concern for women physicists in Pakistan, particularly when traveling for conferences, fieldwork, or collaborating with international researchers.
- Ensuring their safety is essential for encouraging their active participation in the global scientific community.







# UNDERREPRESENTATION

- The underrepresentation of women in the field of physics in Pakistan is a significant concern.
- When women are not adequately represented, it can perpetuate the notion that physics is a male domain, further discouraging young girls from pursuing careers in this field.



# RECOMMENDATIONS

- Mid-career women in physics should be exposed to training in technologically advanced countries.
- All the financial agencies are requested (IUPAP, ICTP, and AAPPS) to increase the number of grants for these young women in mid-career.
- Doctoral-level scholarships may be provided to women in physics from AAPPS.
- AAPPS should support the regional exchange program for women in physics.
- Mentoring programs for female students should be launched
- Inspirational female physicists should be invited for talks (online or offline) to attract and encourage females toward physics.





**THANK YOU**

