



# Women Leadership in Physics, Pakistan

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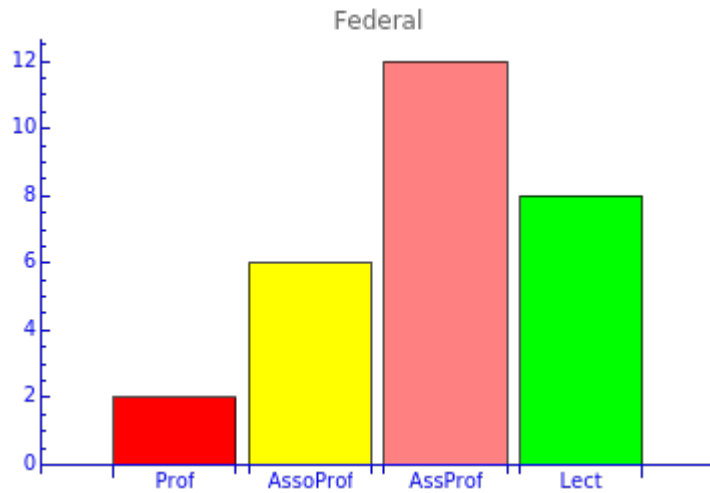
# Why Women should be in leadership position

- ***Diversity of views. Women can bring a valuable perspective to the decision-making process.***
- ***Promotion of qualified women. A leadership position gives women the opportunity to assure that qualified women are promoted and that all women are treated fairly.***
- ***Improving the research environment. Women in positions of leadership have the opportunity to improve the research environment for men and women alike.***
- ***Societal support. Women are half the population and must feel part of a technological society.***

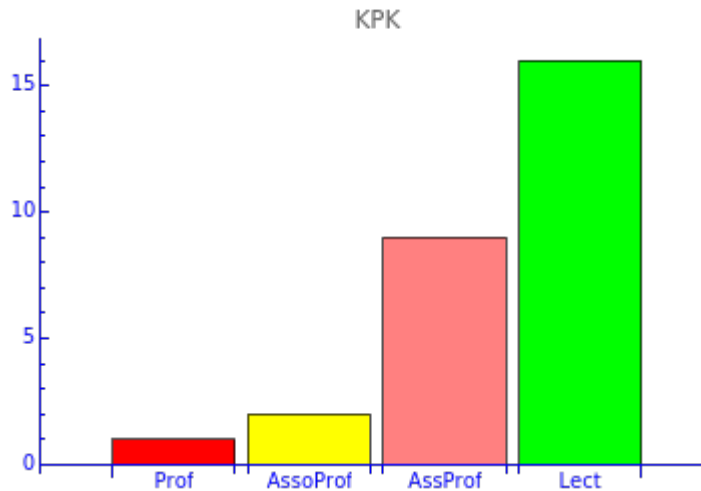


# Number of Female Physics Faculty in Different Pakistani Universities

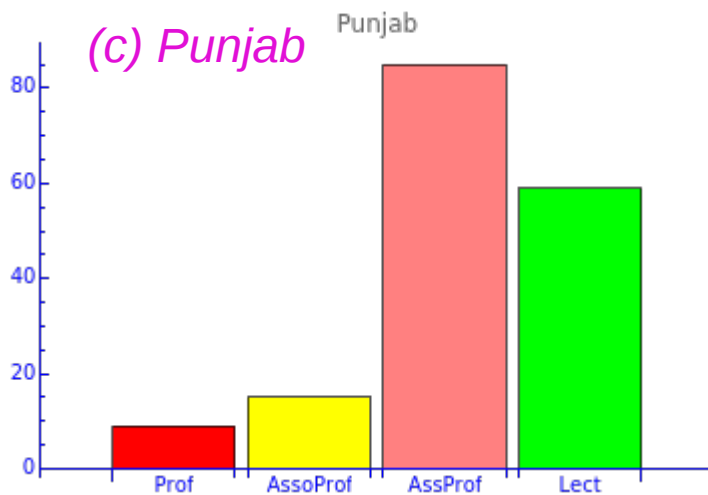
(a): Federal



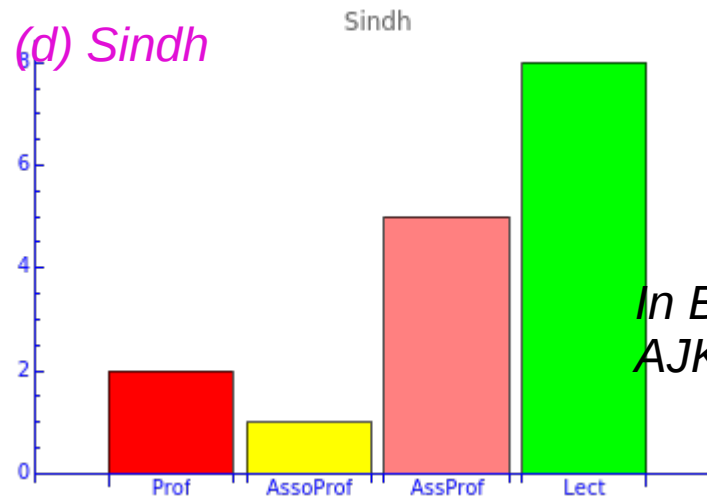
(b): KPK



(c) Punjab



(d) Sindh



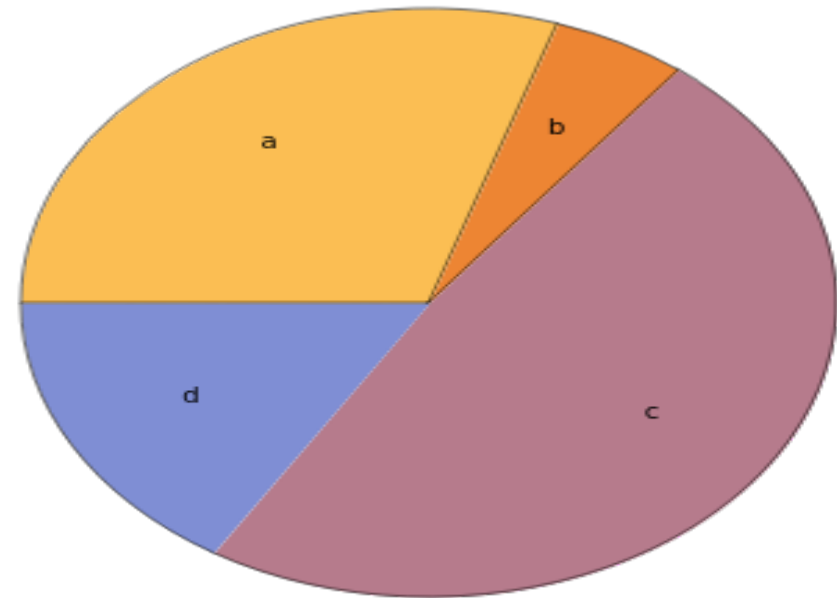
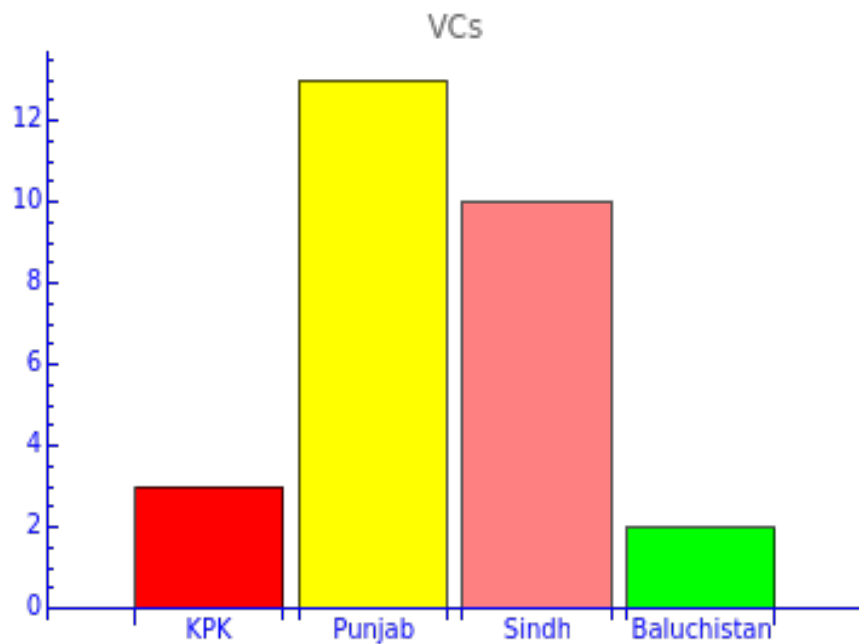
In Baluchistan=08 Lect  
AJK =04 Lectures only

**Figure: Number of Female faculty at different universities**

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# Representation of Female at Top Position In Pak-Universities



*a=Dean/Director (Male)=28*  
*b=Chairmen/HOD(Male)*  
*c= Dean /Director (Female)=5*  
*d=Cairpersons/HOD=15*

Fig: Number of Female VC's in Pakistan



# Conclusions

In general, women's leadership in physics lags behind the numbers of women in physics, because

- **The workplace has sometimes been referred to as an inhospitable place for women due to the multiple forms of gender inequalities present**
- **when women leaders try to exercise authority outside their gender stereotypes, they face lack support and negative reactions for their violation of gender stereotypes.**
- **Maintaining work-life balance is also a great barrier to women leadership.**

**These barriers produce a “labyrinth” for women, who often cannot plot a clear path to the top.**



# References

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<https://doi.org/10.1063/1.5110154>



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