

# Doctor in the House:

A Study of Career Experiences of Women Doctors of Pakistan

By

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# Women in STEMM

- ◇ Under-representation of women in Science, Technology, Engineering, Mathematics and Medicine (STEMM) fields – A persistent, progressive, world wide problem.
- ◇ **Position and Representation:** Two patterns of stratification

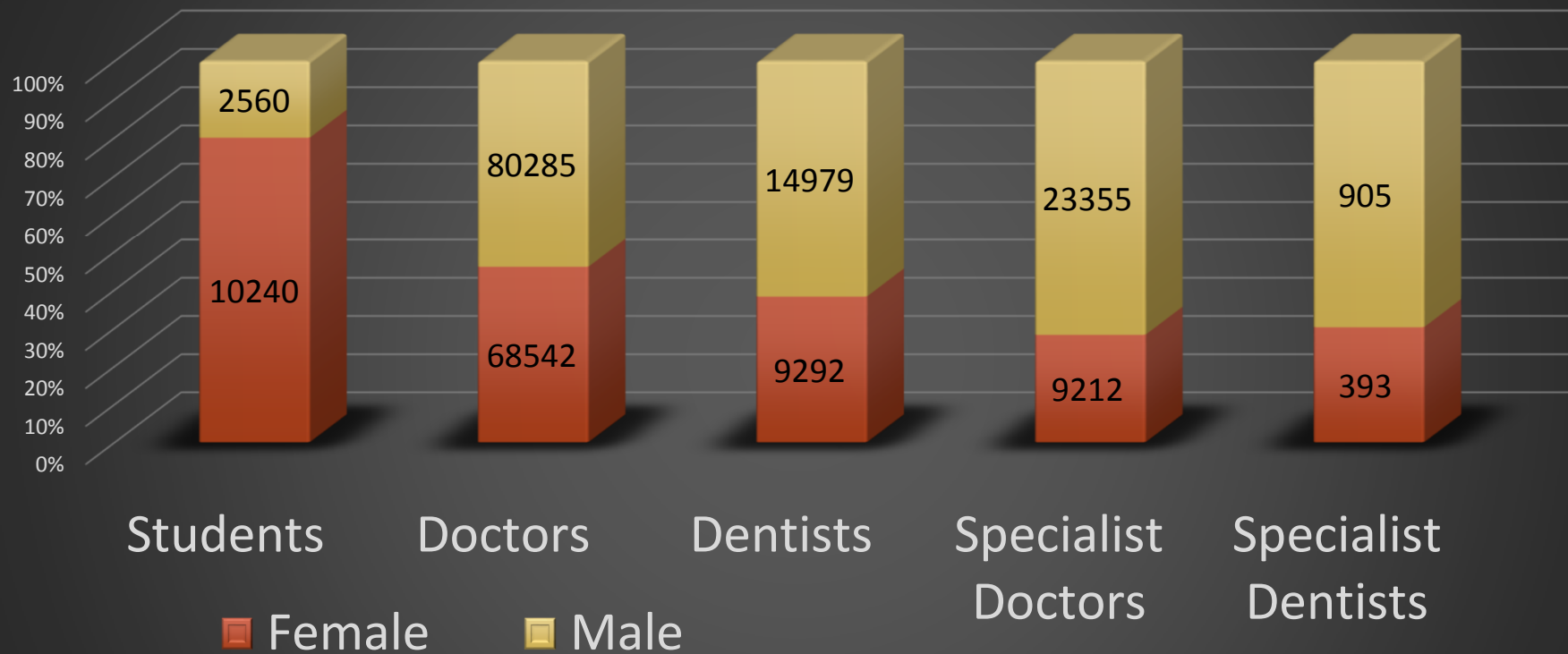
## Meanwhile in Pakistan

- A paradoxical phenomenon in Medicine.
- Number of women students in medical colleges rising steadily since 1991.
- More than 80% female students
- The number of women practicing medicine as a doctor still a minority.

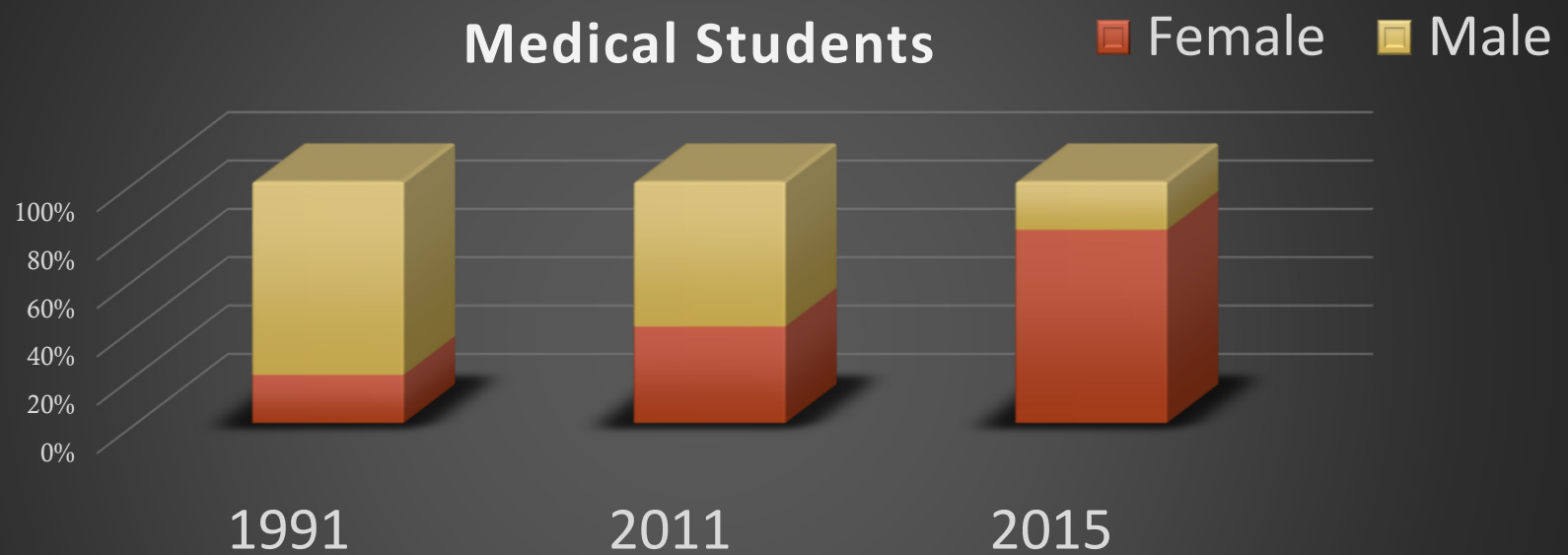




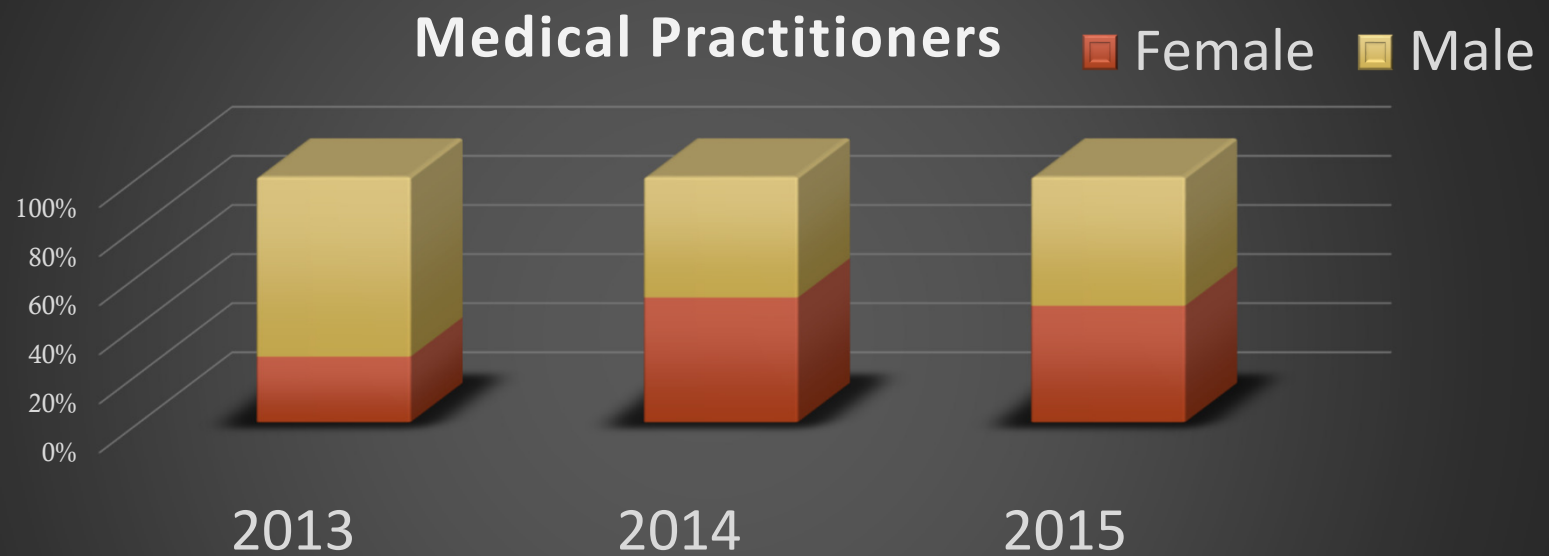
# Representation of Women in Medical Career and Education



# Trends Over the Years



# Trends Over the Years



# Trends Over the Years





The Problem

Why Do We Care?

What I asked.

What I found Thus far.

So What?

# Why Do We Care?

## Practical Reasons

- Significant loss of health work force.
- More severe in peripheral, rural areas and in certain specialties.
- Subsidized medical education resulting in significant financial loss for government.

The collage features several news snippets:

- BBC NEWS:** "Mind on marriage? Pakistan sees high rate of female medical students, but few doctors".
- DAWN:** "Are Pakistan's female medical students to be doctors?".
- DAWN:** "Female doctors becoming 'trophy' wives: Is quota the right move?".
- THE WORLD POST:** "Is there a doctor in the house? In Pakistan, quite possibly".
- THE WORLD POST:** "In Pakistan's Medical Schools, Women Outnumber Men".

ASU school of human evolution & social change



# Research Question 1

What are the cultural discourses in Pakistani society about women doctors related to their gender, sexuality and work? How are these discourses articulated within families, workplaces and broader Pakistani society?

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## Context

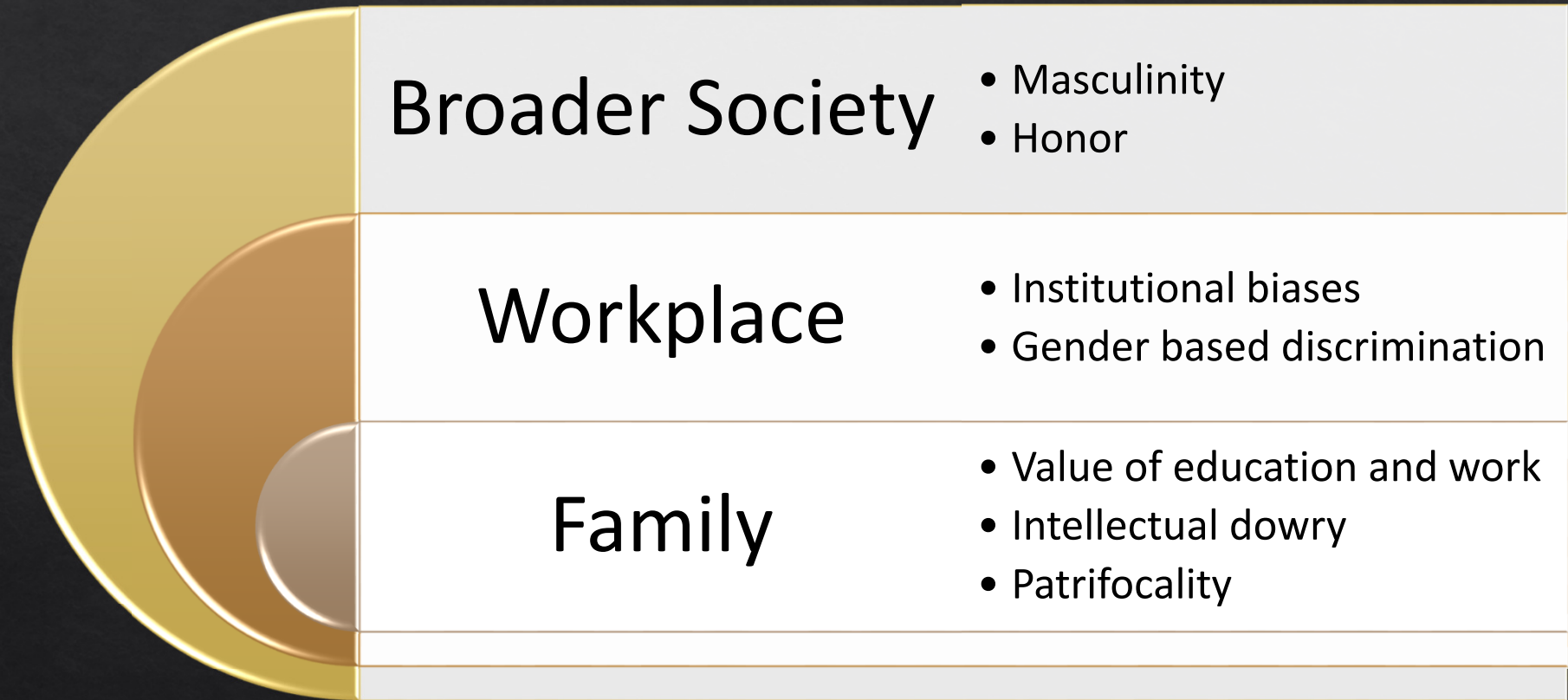
- Institutional or organizational approaches
- Focus on formal policy reform

# Research Question 1

**What are the cultural discourses in Pakistani society about women doctors related to their gender, sexuality and work? How are these discourses articulated within families, workplaces and broader Pakistani society?**

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- Formal and informal institutions beyond work-place
- Fundamental asymmetries in power relations within institutions





## Research Question 2

**How do the women doctors (working or not working) experience or contest these discourses in their day-to-day lives? What are their own attitudes regarding their different roles and their career choices?**

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### Context

- Individualistic Approaches
- Focus on individual's attributes and Decision making
- Burden of change on woman



## Research Question 2

**How do the women doctors (working or not working) experience or contest these discourses in their day-to-day lives? What are their own attitudes regarding their different roles and their career choices?**

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- Response of individual
- Experience of inequality
- Ascending Analysis of power relations

## Research Question 3

**How do the experiences of dominant discourses compare across the women who have made different career choices? Are there any differences between those who continued to work and those who decided to leave the profession?**

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### Context

- Focus on retention as only “desirable” outcome

## Research Question 3

**How do the experiences of dominant discourses compare across the women who have made different career choices? Are there any differences between those who continued to work and those who decided to leave the profession?**

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- Intersectionality
- Focus on processes



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# Becoming a Doctor

**Taking a long hard look at why becoming a doctor is such a big deal.**

**If not doctor, then what?**



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# Being a Doctor

**Choosing a Specialty**

**How do I get to work**

**The Work-place**

The Problem

Why Do We Care?

What I asked.

What I found Thus far.

So What?

# (Un)becoming a Doctor

**Working at Home**

**Redefining Medical Work**

**The Time Crunch and Second Shift**

## So What?

- Work as a normative ideal.
- How do governments define work.
- Re-conceptualizing complex ideas like freedom, choice and equity.



Questions?