

Workshop on Global Safety Culture — National Factors Relevant to Safety Culture

Being a Female Professional in Pakistan

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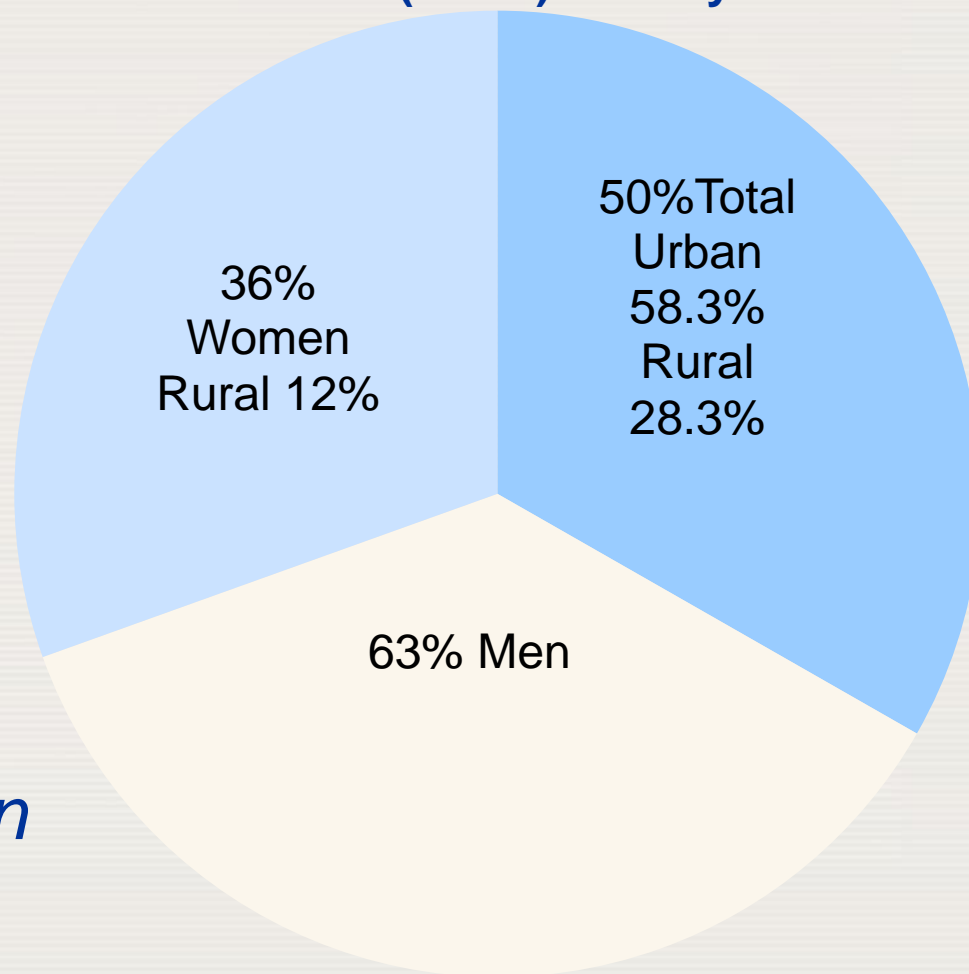
International Atomic Energy Agency

Some Facts

PAKISTAN

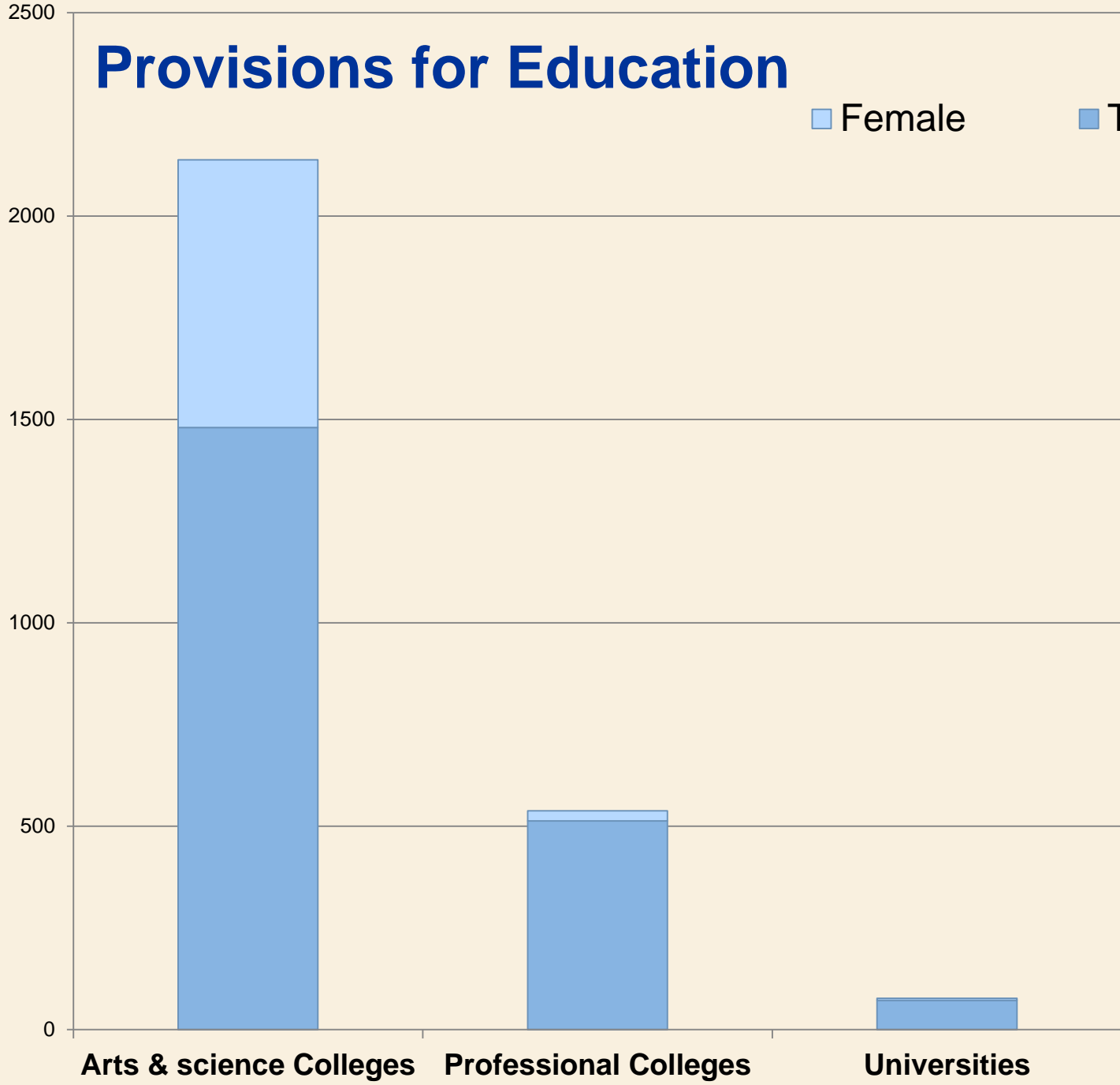
- Area 796,096 Sq Km
- Population > 180 million
- Urban 32.5
- Rural 67.5
- *Women constitute 48.3% of total population in Pakistan*

Youth (15-24) literacy rate



Provisions for Education

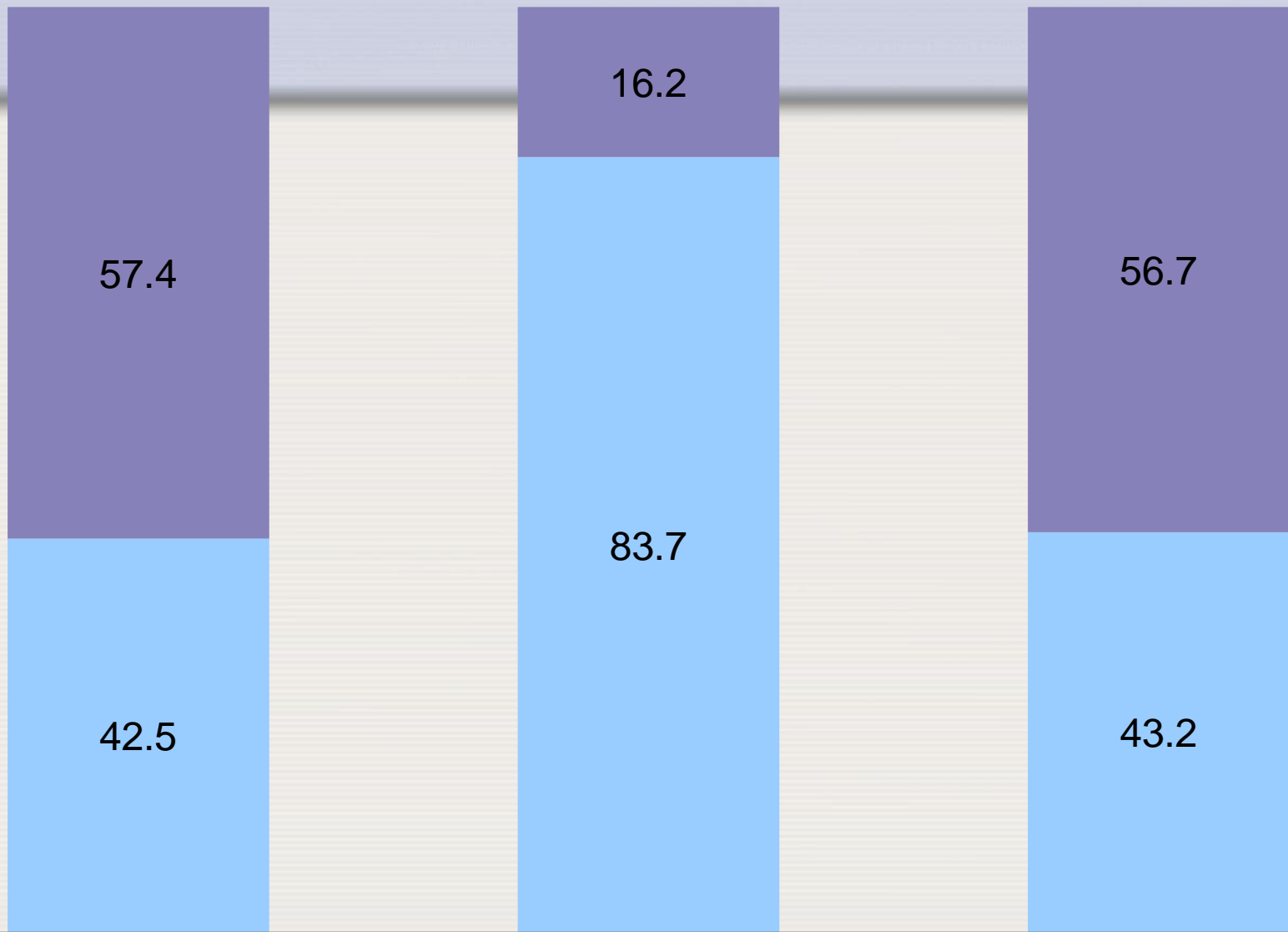
Female Total



Professional Women

- **Advocate of the Supreme Court** of Pakistan – 1966;
- **Prime Minister** – 1988
- The first flight flown by **pilot and co-pilot** – 2006
- **Finance and Accounts** women opt for MBA, CA, CFA, ACMA ACCA and similar professional qualifications
- **Women in Medical Profession** - gynecologists (98%), pediatrics, plastic surgeons, eye specialists, etc.;
- **'Engineers'** is considered to be "man's" domain, - but it is now changing; females are entering in the areas such as chemical, architecture, electrical, mechanical, aeronautical

■ Males ■ Females



Arts

Engineering

Medical



Women in the Pakistan Air Force



Pilots

Fighter Pilots



Women in Nuclear

- **Women in Nuclear**
 - Nuclear Medicine
 - Radiation Facilities
 - Research and development
 - Radiation Protection of radiation sources etc.
- **Nuclear Power Plants**
 - No female Operators
 - Plants are located mostly in the rural areas therefore tendency of women working there decreases in addition to some socio-cultural constraints
- **Nuclear Regulators**

My experience as a Regulator

- Pakistan Nuclear Regulatory Authority -1998, Quality Management System
- Activities related to Safety Culture within the regulatory body and performing some audit
- Challenge to convince the senior management of its importance and implications if not addressed appropriately.
- IRRT Mission-2003, recommendations on the implementation of Management System
- Triggered the whole process and was easy to work since **management commitment** could be seen for implementation of recommendations.

(Something coming from outside is more effective)

My experience as a Regulator

At a broader perspective, I would state that the National Factors are significantly influenced from the Global Factors, such as the accident at Fukushima had a great impact on the overall national factors influencing the safety culture elements in the operating as well as regulatory environment.

It is now observed that majority of the member states operating nuclear power plants now give due importance to enhancing safety culture in their organizations.

A number of initiatives have been undertaken in almost all the operating organizations at organizational, national as well as at regional levels.

More stringent regulatory requirements are devised

My personal views – how traditional factors can impact safety culture, both positively and negatively

I belong to a country where traditional cultural diversity can be seen in addition to some regional and national factors which many have impact on personnel behaviours and norms at work. If business standards, ethics, norms and characteristics are not spelled out clearly, loudly and effectively they can be overshadowed by the local norms having bad or good impact on organizational culture/safety culture.

Some of these factors as pointed out are as below:

Positive Impact

Family system provides good personnel behavioural attitudes and shared space

Negative Impact

Economic factors

Low literacy rate

Gender imbalance (nuclear industry)

My questions?

- Do we have to wait for some disaster to happen?
- Should not we act proactively?
- Do you think that
 - Global Factors have more impact on organizational culture and values

OR

- National factors have more impact on organizational culture and values

THANK YOU

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